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ABSTRACT

The results are reported of the eleventh annual survey of twelve-month administrative salaries paid a representative group of 124 major state-supported universities in the United States. The universities are not identified with their salaries, but they are rank-ordered for comparison. The first part of the report presents the salaries paid at the participating universities. Part two displays the salaries according to geographic region. Part three shows salaries paid to university system officers. (MSE)

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ED155990

# A RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1977-1978

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THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED TWENTY-FOUR STATE-SUPPORTED
UNIVERSITIES REPRESENTING FIFTY STATES
AND TWENTY-SIX UNIVERSITY SYSTEMS
IN TWENTY-THREE STATES

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**OFFICE OF INSTITUTIONAL RESEARCH**
**UNIVERSITY OF ARKANSAS**
**DECEMBER 31, 1977**



HE 010068

# INTRODUCTION

This study is the eleventh annual survey conducted by the University of Arkansas of twelve-month administrative salaries paid at major state-supported universities in the United States. The universities invited to participate comprise a representative group of public institutions at the doctorate-granting level. To provide anonymity, the universities are not identified with their salaries; but to facilitate comparison of a participant's relative standing with other universities, the data are distributed by rank-order. When the number of responding institutions in a particular group was less than three, the data were omitted.

There are three parts to this study. The first part is presented in a table providing the salaries paid among all participating universities. Questionnaires were sent to one hundred forty-one universities in fifty states, and replies were received from one hundred twenty-four in fifty states.

The second part is displayed in a series of tables showing the salaries paid among the one hundred twenty-four participants arranged into the ten regions as defined by the Equal Employment Opportunity Commission. The responding universities comprising each of the ten regions are enumerated at the beginning of the respective section for each region.

The third part of the study is contained in a table showing the salaries paid university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-two university systems in twenty-seven states, and replies were received from twenty-six systems in twenty-three states.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES

This table summarizes the data for one hundred twenty-four universities in fifty states. For making these data available, the University of Arkansas is grateful to the following universities:

Arizona State University
Auburn University
Ball State University
Bowling Green State University
Clemson University
Cleveland State University
East Tennessee State University
East Texas State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University
Indiana University of Pennsylvania
Iowa State University of Science and Technology
Kansas State University
Louisiana State University
Louisiana Tech University
Memphis State University
Miami University
Michigan State University
Middle Tennessee State University
Mississippi State University
Montana State University
New Mexico State University
North Carolina State University
North Dakota State University
North Texas State University
Northern Illinois University
Ohio University
Oklahoma State University
Old Dominion University
Oregon State University
Portland State University
Purdue University
Rutgers, The State University
Sam Houston State University
San Diego State University
South Dakota State University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
State University of New York at Albany
State University of New York at Buffalo
State University of New York at Stony Brooke
Stephen F. Austin State University
Texas A & I University
Texas Woman's University
University of Akron
University of Alabama at Birgmingham
University of Alabama at Huntsville
University of Alabama at University
University of Alaska
University of Arizona
University of Arkansas

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES

University of California at Davis
University of California at Riverside
University of California at San Diego
University of California at Santa Barbara
University of California at Santa Cruz
University of Cincinnati
University of Colorado
University of Connecticut
University of Delaware
University of Florida
University of Georgia
University of Hawaii
University of Houston
University of Idaho
University of Illinois at Chicago Circle
University of Iowa
University of Kansas
University of Kentucky
University of Louisville
University of Lowell
University of Maine
University of Maryland
University of Massachusetts
University of Michigan
University of Minnesota
University of Mississippi
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at St. Louis
University of Montana
University of Nebraska
University of Nevada at Las Vegas
University of Nevada at Reno
University of New Hampshire
University of New Mexico
University of New Orleans
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Dakota
University of Northern Colorado
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Dakota
University of South Florida
University of Southern Mississippi
University of Tennessee
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Toledo
University of Utah
University of Vermont
University of Washington
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
University of Wyoming
Utah State University
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
Washington State University
Wayne State University
West Virginia University
Western Michigan University
Wichita State University

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

PRESIDENT (CHANCELLOR) OF A SYSTEM
OF MULTI-CAMPUS INSTITUTIONS

| RANK | SALARY |
|---|---|
| 1 | 73,640 |
| 2 | 69,000 |
| 3 | 68,900 |
| 4 | 67,776 |
| 5 | 66,000 |
| 6 | 66,000 |
| 7 | 64,000 |
| 8 | 60,000 |
| 9 | 60,000 |
| 10 | 59,900 |
| 11 | 59,000 |
| 12 | 57,876 |
| 13 | 56,000 |
| 14 | 54,100 |
| 15 | 52,500 |
| 16 | 52,000 |
| 17 | 51,146 |
| 18 | 49,500 |
| 19 | 48,760 |
| 20 | 48,744 |
| 21 | 48,000 |
| 22 | 47,360 |
| 23 | 47,100 |
| 24 | 46,724 |
| 25 | 45,500 |
| 26 | 45,000 |
| 27 | 44,500 |
| 28 | 39,250 |
| AVERAGE | 55,296 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

PRESIDENT (CHANCELLOR) OF A
SINGLE UNIT INSTITUTION

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 71,800 | 42 | 50,800 | 83 | 42,000 |
| 2 | 65,000 | 43 | 50,750 | 84 | 42,000 |
| 3 | 65,000 | 44 | 50,750 | 85 | 41,270 |
| 4 | 63,000 | 45 | 50,750 | 86 | 41,208 |
| 5 | 60,000 | 46 | 50,614 | 87 | 41,000 |
| 6 | 58,000 | 47 | 50,500 | 88 | 40,000 |
| 7 | 57,500 | 48 | 50,400 | 89 | 39,858 |
| 8 | 57,316 | 49 | 50,300 | 90 | 39,250 |
| 9 | 57,315 | 50 | 50,000 | 91 | 39,000 |
| 10 | 57,000 | 51 | 50,000 | 92 | 38,600 |
| 11 | 56,500 | 52 | 49,850 | 93 | 38,500 |
| 12 | 56,500 | 53 | 49,572 | 94 | 38,500 |
| 13 | 56,300 | 54 | 49,500 | 95 | 38,500 |
| 14 | 56,297 | 55 | 49,500 | 96 | 38,500 |
| 15 | 56,000 | 56 | 48,800 | 97 | 38,500 |
| 16 | 55,650 | 57 | 48,500 | 98 | 38,000 |
| 17 | 55,650 | 58 | 48,500 | 99 | 38,000 |
| 18 | 55,600 | 59 | 48,200 | | |
| 19 | 55,600 | 60 | 48,168 | AVERAGE | 49,791 |
| 20 | 55,600 | 61 | 48,168 | | |
| 21 | 55,000 | 62 | 48,165 | | |
| 22 | 55,000 | 63 | 48,000 | | |
| 23 | 55,000 | 64 | 47,800 | | |
| 24 | 54,873 | 65 | 47,800 | | |
| 25 | 54,850 | 66 | 47,800 | | |
| 26 | 54,728 | 67 | 47,500 | | |
| 27 | 54,700 | 68 | 47,100 | | |
| 28 | 54,700 | 69 | 47,024 | | |
| 29 | 54,700 | 70 | 46,650 | | |
| 30 | 54,276 | 71 | 46,000 | | |
| 31 | 54,000 | 72 | 45,500 | | |
| 32 | 54,000 | 73 | 45,500 | | |
| 33 | 54,000 | 74 | 45,400 | | |
| 34 | 54,000 | 75 | 45,000 | | |
| 35 | 53,948 | 76 | 44,500 | | |
| 36 | 53,500 | 77 | 44,443 | | |
| 37 | 52,500 | 78 | 44,025 | | |
| 38 | 52,000 | 79 | 44,000 | | |
| 39 | 51,500 | 80 | 44,000 | | |
| 40 | 51,000 | 81 | 43,500 | | |
| 41 | 50,908 | 82 | 42,750 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 60,000 | 36 | 45,806 | 71 | 40,500 |
| 2 | 53,000 | 37 | 45,500 | 72 | 40,400 |
| 3 | 52,800 | 38 | 45,500 | 73 | 40,258 |
| 4 | 52,800 | 39 | 45,000 | 74 | 40,000 |
| 5 | 52,000 | 40 | 45,000 | 75 | 39,873 |
| 6 | 52,000 | 41 | 45,000 | 76 | 39,500 |
| 7 | 51,500 | 42 | 45,000 | 77 | 39,490 |
| 8 | 51,000 | 43 | 44,900 | 78 | 39,000 |
| 9 | 50,200 | 44 | 44,675 | 79 | 39,000 |
| 10 | 50,000 | 45 | 44,500 | 80 | 38,850 |
| 11 | 50,000 | 46 | 44,200 | 81 | 38,750 |
| 12 | 49,800 | 47 | 44,100 | 82 | 38,600 |
| 13 | 49,800 | 48 | 44,000 | 83 | 38,340 |
| 14 | 49,500 | 49 | 44,000 | 84 | 38,000 |
| 15 | 49,000 | 50 | 44,000 | 85 | 38,000 |
| 16 | 48,092 | 51 | 43,980 | 86 | 38,000 |
| 17 | 48,000 | 52 | 43,700 | 87 | 38,000 |
| 18 | 48,000 | 53 | 43,600 | 88 | 37,850 |
| 19 | 47,904 | 54 | 43,500 | 89 | 37,800 |
| 20 | 47,500 | 55 | 43,172 | 90 | 37,382 |
| 21 | 47,400 | 56 | 43,000 | 91 | 37,300 |
| 22 | 47,332 | 57 | 43,000 | 92 | 37,200 |
| 23 | 47,322 | 58 | 42,525 | 93 | 36,728 |
| 24 | 47,280 | 59 | 42,500 | 94 | 36,000 |
| 25 | 47,000 | 60 | 42,200 | 95 | 36,000 |
| 26 | 46,900 | 61 | 42,000 | 96 | 35,360 |
| 27 | 46,656 | 62 | 42,000 | 97 | 35,100 |
| 28 | 46,572 | 63 | 41,800 | 98 | 35,000 |
| 29 | 46,350 | 64 | 41,650 | 99 | 34,400 |
| 30 | 46,020 | 65 | 41,500 | 100 | 34,335 |
| 31 | 46,000 | 66 | 41,500 | 101 | 33,492 |
| 32 | 46,000 | 67 | 41,500 | 102 | 32,750 |
| 33 | 46,000 | 68 | 41,400 | | |
| 34 | 46,000 | 69 | 41,000 | AVERAGE | 43,438 |
| 35 | 45,990 | 70 | 41,000 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

ACADEMIC OFFICERS:
PROVOST

| RANK | SALARY |
|---|---|
| 1 | 58,308 |
| 2 | 53,000 |
| 3 | 49,900 |
| 4 | 49,000 |
| 5 | 48,000 |
| 6 | 48,000 |
| 7 | 46,000 |
| 8 | 45,000 |
| 9 | 44,500 |
| 10 | 43,500 |
| 11 | 43,500 |
| 12 | 43,500 |
| 13 | 43,476 |
| 14 | 42,850 |
| 15 | 42,823 |
| 16 | 42,800 |
| 17 | 42,360 |
| 18 | 42,334 |
| 19 | 41,940 |
| 20 | 41,614 |
| 21 | 41,600 |
| 22 | 41,333 |
| 23 | 41,300 |
| 24 | 39,408 |
| 25 | 38,258 |
| 26 | 37,382 |
| 27 | 35,100 |
| 28 | 33,497 |
| 29 | 32,250 |
| AVERAGE | 43,191 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

ACADEMIC OFFICERS:
DEAN OF FACULTIES OR INSTRUCTION

| RANK | SALARY |
|---|---|
| 1 | 45,000 |
| 2 | 39,274 |
| 3 | 37,250 |
| 4 | 37,000 |
| 5 | 35,400 |
| 6 | 33,000 |
| 7 | 31,200 |
| AVERAGE | 36,875 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(FINANCE)

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 63,600 | 34 | 42,500 | 67 | 37,800 |
| 2 | 52,260 | 35 | 42,500 | 68 | 37,650 |
| 3 | 51,500 | 36 | 42,300 | 69 | 37,500 |
| 4 | 49,500 | 37 | 42,000 | 70 | 37,500 |
| 5 | 49,200 | 38 | 41,748 | 71 | 37,500 |
| 6 | 49,000 | 39 | 41,409 | 72 | 37,400 |
| 7 | 49,000 | 40 | 41,000 | 73 | 37,383 |
| 8 | 49,000 | 41 | 40,835 | 74 | 37,300 |
| 9 | 49,000 | 42 | 40,800 | 75 | 37,000 |
| 10 | 48,000 | 43 | 40,603 | 76 | 37,000 |
| 11 | 47,800 | 44 | 40,550 | 77 | 36,900 |
| 12 | 47,500 | 45 | 40,524 | 78 | 36,728 |
| 13 | 47,200 | 46 | 40,500 | 79 | 36,379 |
| 14 | 46,400 | 47 | 40,250 | 80 | 36,000 |
| 15 | 46,200 | 48 | 40,000 | 81 | 35,900 |
| 16 | 46,000 | 49 | 40,000 | 82 | 35,700 |
| 17 | 45,600 | 50 | 40,000 | 83 | 35,700 |
| 18 | 45,600 | 51 | 39,504 | 84 | 35,504 |
| 19 | 45,500 | 52 | 39,500 | 85 | 35,500 |
| 20 | 45,500 | 53 | 39,500 | 86 | 35,496 |
| 21 | 45,265 | 54 | 39,408 | 87 | 35,000 |
| 22 | 45,000 | 55 | 39,250 | 88 | 35,000 |
| 23 | 44,842 | 56 | 39,008 | 89 | 35,000 |
| 24 | 44,737 | 57 | 38,750 | 90 | 35,000 |
| 25 | 44,460 | 58 | 38,700 | 91 | 34,986 |
| 26 | 44,013 | 59 | 38,500 | 92 | 34,390 |
| 27 | 44,000 | 60 | 38,320 | 93 | 33,864 |
| 28 | 44,000 | 61 | 38,100 | 94 | 33,492 |
| 29 | 44,000 | 62 | 38,040 | 95 | 33,000 |
| 30 | 43,500 | 63 | 38,000 | 96 | 32,500 |
| 31 | 43,172 | 64 | 38,000 | 97 | 32,500 |
| 32 | 43,140 | 65 | 38,000 | 98 | 32,000 |
| 33 | 42,850 | 66 | 38,000 | 99 | 31,800 |
| | | | | AVERAGE | 40,755 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

| RANK | SALARY | RANK | SALARY |
|---|---|---|---|
| 1 | 41,000 | 27 | 27,324 |
| 2 | 39,250 | 28 | 27,196 |
| 3 | 38,040 | 29 | 26,508 |
| 4 | 38,000 | 30 | 26,480 |
| 5 | 36,750 | 31 | 26,250 |
| 6 | 35,400 | 32 | 26,171 |
| 7 | 35,000 | 33 | 25,500 |
| 8 | 34,707 | 34 | 25,100 |
| 9 | 33,550 | 35 | 24,776 |
| 10 | 33,300 | 36 | 24,500 |
| 11 | 33,065 | 37 | 24,099 |
| 12 | 33,000 | 38 | 23,766 |
| 13 | 33,000 | 39 | 23,750 |
| 14 | 32,707 | 40 | 23,340 |
| 15 | 32,248 | 41 | 23,162 |
| 16 | 32,000 | 42 | 23,000 |
| 17 | 30,600 | 43 | 22,650 |
| 18 | 30,000 | 44 | 19,872 |
| 19 | 29,760 | 45 | 19,200 |
| 20 | 29,759 | | |
| 21 | 29,500 | AVERAGE | 29,230 |
| 22 | 29,100 | | |
| 23 | 29,000 | | |
| 24 | 28,320 | | |
| 25 | 28,000 | | |
| 26 | 27,600 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 42,500 | 31 | 31,400 | 61 | 26,400 |
| 2 | 41,500 | 32 | 31,000 | 62 | 26,368 |
| 3 | 40,000 | 33 | 31,000 | 63 | 26,250 |
| 4 | 40,000 | 34 | 30,800 | 64 | 25,918 |
| 5 | 40,000 | 35 | 30,600 | 65 | 25,860 |
| 6 | 38,000 | 36 | 30,432 | 66 | 25,600 |
| 7 | 37,250 | 37 | 30,204 | 67 | 25,500 |
| 8 | 37,100 | 38 | 30,200 | 68 | 25,350 |
| 9 | 36,000 | 39 | 30,000 | 69 | 25,342 |
| 10 | 35,910 | 40 | 30,000 | 70 | 25,253 |
| 11 | 35,700 | 41 | 29,805 | 71 | 25,200 |
| 12 | 35,055 | 42 | 29,650 | 72 | 25,150 |
| 13 | 34,980 | 43 | 29,650 | 73 | 25,000 |
| 14 | 34,836 | 44 | 29,368 | 74 | 25,000 |
| 15 | 34,595 | 45 | 29,000 | 75 | 24,876 |
| 16 | 34,260 | 46 | 29,000 | 76 | 24,408 |
| 17 | 34,200 | 47 | 29,000 | 77 | 24,255 |
| 18 | 33,800 | 48 | 28,900 | 78 | 23,804 |
| 19 | 33,625 | 49 | 28,805 | 79 | 23,200 |
| 20 | 33,422 | 50 | 28,300 | 80 | 23,004 |
| 21 | 33,400 | 51 | 28,100 | 81 | 23,000 |
| 22 | 33,050 | 52 | 27,763 | 82 | 22,840 |
| 23 | 32,900 | 53 | 27,300 | 83 | 22,600 |
| 24 | 32,712 | 54 | 27,336 | 84 | 21,960 |
| 25 | 32,400 | 55 | 27,300 | 85 | 21,950 |
| 26 | 31,800 | 56 | 27,198 | 86 | 20,975 |
| 27 | 31,580 | 57 | 26,900 | 87 | 20,886 |
| 28 | 31,470 | 58 | 26,800 | 88 | 20,870 |
| 29 | 31,426 | 59 | 26,750 | 89 | 17,150 |
| 30 | 31,400 | 60 | 26,489 | | |
| | | | | AVERAGE | 29,415 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS:
TREASURER

| RANK | SALARY |
|---|---|
| 1 | 47,500 |
| 2 | 43,500 |
| 3 | 43,500 |
| 4 | 39,250 |
| 5 | 38,040 |
| 6 | 37,500 |
| 7 | 34,800 |
| 8 | 32,370 |
| 9 | 32,250 |
| 10 | 31,000 |
| 11 | 28,519 |
| 12 | 26,450 |
| 13 | 25,999 |
| 14 | 24,000 |
| 15 | 23,218 |
| 16 | 22,400 |
| 17 | 17,900 |
| AVERAGE | 32,223 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 41,000 | 29 | 30,000 | 57 | 25,000 |
| 2 | 40,500 | 30 | 30,000 | 58 | 25,000 |
| 3 | 40,500 | 31 | 29,700 | 59 | 24,960 |
| 4 | 35,532 | 32 | 28,850 | 60 | 24,900 |
| 5 | 35,196 | 33 | 28,500 | 61 | 24,708 |
| 6 | 35,113 | 34 | 28,340 | 62 | 24,693 |
| 7 | 34,251 | 35 | 28,290 | 63 | 24,200 |
| 8 | 34,200 | 36 | 28,200 | 64 | 24,000 |
| 9 | 34,128 | 37 | 28,100 | 65 | 24,000 |
| 10 | 34,125 | 38 | 28,000 | 66 | 23,900 |
| 11 | 33,792 | 39 | 28,000 | 67 | 23,792 |
| 12 | 33,000 | 40 | 27,300 | 68 | 23,000 |
| 13 | 32,900 | 41 | 27,000 | 69 | 23,000 |
| 14 | 32,830 | 42 | 26,980 | 70 | 23,000 |
| 15 | 32,500 | 43 | 26,952 | 71 | 21,866 |
| 16 | 32,436 | 44 | 26,850 | 72 | 21,500 |
| 17 | 32,136 | 45 | 26,600 | 73 | 21,252 |
| 18 | 32,000 | 46 | 26,160 | 74 | 20,834 |
| 19 | 31,300 | 47 | 26,000 | 75 | 19,500 |
| 20 | 31,140 | 48 | 25,950 | 76 | 19,278 |
| 21 | 31,000 | 49 | 25,946 | 77 | 16,700 |
| 22 | 31,000 | 50 | 25,752 | 78 | 16,000 |
| 23 | 30,756 | 51 | 25,655 | 79 | 15,484 |
| 24 | 30,630 | 52 | 25,600 | 80 | 15,500 |
| 25 | 30,500 | 53 | 25,500 | 81 | 14,328 |
| 26 | 30,444 | 54 | 25,100 | 82 | 14,000 |
| 27 | 30,000 | 55 | 25,100 | AVERAGE | 27,391 |
| 28 | 30,000 | 56 | 25,008 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 47,520 | 31 | 39,500 | 61 | 36,000 |
| 2 | 47,520 | 32 | 39,500 | 62 | 35,935 |
| 3 | 46,800 | 33 | 39,500 | 63 | 35,900 |
| 4 | 46,000 | 34 | 39,410 | 64 | 35,820 |
| 5 | 45,100 | 35 | 39,300 | 65 | 35,800 |
| 6 | 44,796 | 36 | 39,240 | 66 | 35,693 |
| 7 | 44,100 | 37 | 39,000 | 67 | 35,500 |
| 8 | 43,700 | 38 | 39,000 | 68 | 35,200 |
| 9 | 43,043 | 39 | 38,850 | 69 | 35,179 |
| 10 | 42,984 | 40 | 38,500 | 70 | 35,000 |
| 11 | 42,500 | 41 | 38,500 | 71 | 35,000 |
| 12 | 41,654 | 42 | 38,060 | 72 | 34,500 |
| 13 | 41,600 | 43 | 38,000 | 73 | 34,500 |
| 14 | 41,500 | 44 | 38,000 | 74 | 34,500 |
| 15 | 41,200 | 45 | 38,000 | 75 | 34,287 |
| 16 | 41,000 | 46 | 37,945 | 76 | 34,000 |
| 17 | 40,932 | 47 | 37,800 | 77 | 33,915 |
| 18 | 40,800 | 48 | 37,752 | 78 | 33,650 |
| 19 | 40,700 | 49 | 37,704 | 79 | 33,204 |
| 20 | 40,600 | 50 | 37,700 | 80 | 33,200 |
| 21 | 40,520 | 51 | 37,535 | 81 | 33,150 |
| 22 | 40,500 | 52 | 37,500 | 82 | 33,033 |
| 23 | 40,500 | 53 | 37,462 | 83 | 33,000 |
| 24 | 40,500 | 54 | 37,382 | 84 | 33,000 |
| 25 | 40,476 | 55 | 37,000 | 85 | 31,124 |
| 26 | 40,260 | 56 | 36,750 | 86 | 30,885 |
| 27 | 40,020 | 57 | 36,728 | 87 | 30,250 |
| 28 | 40,000 | 58 | 36,500 | 88 | 30,100 |
| 29 | 39,600 | 59 | 36,400 | 89 | 29,100 |
| 30 | 39,500 | 60 | 36,180 | | |
| | | | | AVERAGE | 38,054 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 44,796 | 29 | 30,500 | 57 | 26,000 |
| 2 | 36,000 | 30 | 30,360 | 58 | 26,000 |
| 3 | 35,875 | 31 | 30,220 | 59 | 25,900 |
| 4 | 34,980 | 32 | 30,100 | 60 | 25,800 |
| 5 | 34,410 | 33 | 29,952 | 61 | 25,600 |
| 6 | 34,280 | 34 | 29,486 | 62 | 25,442 |
| 7 | 34,150 | 35 | 29,475 | 63 | 25,250 |
| 8 | 33,600 | 36 | 29,296 | 64 | 25,228 |
| 9 | 33,501 | 37 | 29,100 | 65 | 25,200 |
| 10 | 33,343 | 38 | 29,000 | 66 | 25,100 |
| 11 | 33,300 | 39 | 28,760 | 67 | 25,000 |
| 12 | 33,200 | 40 | 28,476 | 68 | 25,000 |
| 13 | 33,130 | 41 | 28,250 | 69 | 24,967 |
| 14 | 33,000 | 42 | 28,244 | 70 | 24,550 |
| 15 | 32,600 | 43 | 28,150 | 71 | 24,541 |
| 16 | 32,547 | 44 | 27,636 | 72 | 24,500 |
| 17 | 32,200 | 45 | 27,550 | 73 | 24,400 |
| 18 | 32,100 | 46 | 27,500 | 74 | 24,384 |
| 19 | 32,040 | 47 | 27,400 | 75 | 24,000 |
| 20 | 32,000 | 48 | 27,312 | 76 | 24,000 |
| 21 | 31,900 | 49 | 27,300 | 77 | 24,000 |
| 22 | 31,600 | 50 | 27,138 | 78 | 23,870 |
| 23 | 31,418 | 51 | 26,750 | 79 | 23,800 |
| 24 | 31,380 | 52 | 26,500 | 80 | 22,486 |
| 25 | 31,250 | 53 | 26,400 | 81 | 21,714 |
| 26 | 31,000 | 54 | 26,300 | 82 | 19,872 |
| 27 | 30,900 | 55 | 26,214 | | |
| 28 | 30,822 | 56 | 26,004 | AVERAGE | 28,746 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

STUDENT AFFAIRS OFFICERS:
DEAN OF MEN

| RANK | SALARY |
|---|---|
| 1 | 32,790 |
| 2 | 30,400 |
| 3 | 30,000 |
| 4 | 25,750 |
| 5 | 24,420 |
| 6 | 24,255 |
| 7 | 24,240 |
| 8 | 24,210 |
| 9 | 23,108 |
| 10 | 22,441 |
| 11 | 22,080 |
| 12 | 19,752 |
| 13 | 15,000 |
| AVERAGE | 24,465 |

STUDENT AFFAIRS OFFICERS:
DEAN OF WOMEN

| RANK | SALARY |
|---|---|
| 1 | 31,680 |
| 2 | 26,600 |
| 3 | 25,781 |
| 4 | 25,350 |
| 5 | 24,960 |
| 6 | 24,255 |
| 7 | 24,000 |
| 8 | 22,441 |
| 9 | 18,540 |
| 10 | 18,078 |
| 11 | 17,816 |
| 12 | 17,285 |
| AVERAGE | 23,066 |

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 54,750 |
| 2 | 53,000 |
| 3 | 53,000 |
| 4 | 51,000 |
| 5 | 50,000 |
| 6 | 49,710 |
| 7 | 49,584 |
| 8 | 48,000 |
| 9 | 47,500 |
| 10 | 47,332 |
| 11 | 47,322 |
| 12 | 46,800 |
| 13 | 46,000 |
| 14 | 46,000 |
| 15 | 42,905 |
| 16 | 42,000 |
| 17 | 42,000 |
| 18 | 41,000 |
| 19 | 39,500 |
| 20 | 39,500 |
| 21 | 39,000 |
| 22 | 36,974 |
| AVERAGE | 45,903 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 52,800 |
| 2 | 50,200 |
| 3 | 48,500 |
| 4 | 48,500 |
| 5 | 46,500 |
| 6 | 46,000 |
| 7 | 46,000 |
| 8 | 45,504 |
| 9 | 45,500 |
| 10 | 44,170 |
| 11 | 42,200 |
| 12 | 42,000 |
| 13 | 41,872 |
| 14 | 41,500 |
| 15 | 41,000 |
| 16 | 40,800 |
| 17 | 40,800 |
| 18 | 40,150 |
| 19 | 40,000 |
| 20 | 39,336 |
| 21 | 39,337 |
| 22 | 39,000 |
| 23 | 38,326 |
| 24 | 38,000 |
| 25 | 37,562 |
| 26 | 37,500 |
| 27 | 37,497 |
| 28 | 37,400 |
| 29 | 37,300 |
| 30 | 37,289 |
| 31 | 37,000 |
| 32 | 37,000 |
| 33 | 37,000 |
| 34 | 36,000 |
| 35 | 35,740 |
| 36 | 35,000 |
| 37 | 34,886 |
| 38 | 32,000 |
| 39 | 31,350 |
| 40 | 31,124 |
| AVERAGE | 40,241 |

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 42,500 |
| 3 | 42,250 |
| 4 | 40,893 |
| 5 | 40,500 |
| 6 | 39,600 |
| 7 | 38,750 |
| 8 | 37,500 |
| 9 | 37,280 |
| 10 | 37,050 |
| 11 | 37,000 |
| 12 | 36,000 |
| 13 | 35,000 |
| 14 | 34,920 |
| 15 | 34,000 |
| 16 | 33,000 |
| 17 | 32,000 |
| 18 | 25,418 |
| AVERAGE | 37,203 |

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF ADMINISTRATION

| RANK | SALARY |
|---|---|
| 1 | 52,014 |
| 2 | 50,200 |
| 3 | 43,200 |
| 4 | 40,359 |
| 5 | 36,162 |
| 6 | 34,850 |
| 7 | 25,100 |
| 8 | 25,000 |
| 9 | 21,395 |
| AVERAGE | 36,498 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

| ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR) | | | | PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION | |
|---|---|---|---|---|---|
| RANK | SALARY | RANK | SALARY | RANK | SALARY |
| 1 | 46,700 | 39 | 27,020 | 1 | 51,800 |
| 2 | 45,000 | 40 | 26,800 | 2 | 51,800 |
| 3 | 43,000 | 41 | 26,727 | 3 | 45,600 |
| 4 | 39,130 | 42 | 26,664 | 4 | 43,000 |
| 5 | 38,500 | 43 | 26,300 | 5 | 43,000 |
| 6 | 38,480 | 44 | 26,200 | 6 | 42,800 |
| 7 | 37,575 | 45 | 26,088 | 7 | 40,000 |
| 8 | 37,100 | 46 | 25,800 | 8 | 39,000 |
| 9 | 36,000 | 47 | 25,500 | 9 | 38,000 |
| 10 | 35,500 | 48 | 25,446 | 10 | 37,440 |
| 11 | 35,400 | 49 | 25,300 | 11 | 37,250 |
| 12 | 35,024 | 50 | 25,000 | 12 | 36,728 |
| 13 | 34,654 | 51 | 24,610 | 13 | 35,750 |
| 14 | 34,650 | 52 | 24,602 | 14 | 35,040 |
| 15 | 34,500 | 53 | 24,600 | 15 | 31,000 |
| 16 | 34,500 | 54 | 24,500 | 16 | 21,075 |
| 17 | 33,760 | 55 | 24,500 | | |
| 18 | 33,600 | 56 | 23,920 | AVERAGE | 39,330 |
| 19 | 32,400 | 57 | 23,800 | | |
| 20 | 32,166 | 58 | 23,540 | | |
| 21 | 31,700 | 59 | 23,175 | | |
| 22 | 31,680 | 60 | 23,147 | | |
| 23 | 31,500 | 61 | 23,000 | | |
| 24 | 31,500 | 62 | 22,800 | | |
| 25 | 31,000 | 63 | 22,790 | | |
| 26 | 30,936 | 64 | 22,450 | | |
| 27 | 30,450 | 65 | 21,760 | | |
| 28 | 30,000 | 66 | 21,000 | | |
| 29 | 29,500 | 67 | 20,604 | | |
| 30 | 29,328 | 68 | 20,300 | | |
| 31 | 29,000 | 69 | 20,000 | | |
| 32 | 28,500 | 70 | 19,800 | | |
| 33 | 28,500 | 71 | 19,200 | | |
| 34 | 28,300 | 72 | 18,250 | | |
| 35 | 28,050 | 73 | 16,500 | | |
| 36 | 28,000 | 74 | 12,000 | | |
| 37 | 28,000 | | | | |
| 38 | 27,840 | AVERAGE | 29,448 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 36,500 | 29 | 26,580 | 57 | 22,551 |
| 2 | 36,475 | 30 | 26,438 | 58 | 22,346 |
| 3 | 33,966 | 31 | 26,423 | 59 | 22,133 |
| 4 | 33,000 | 32 | 26,300 | 60 | 22,018 |
| 5 | 32,600 | 33 | 26,290 | 61 | 22,000 |
| 6 | 32,220 | 34 | 26,244 | 62 | 21,600 |
| 7 | 31,500 | 35 | 26,000 | 63 | 21,500 |
| 8 | 30,768 | 36 | 25,400 | 64 | 21,100 |
| 9 | 30,624 | 37 | 25,000 | 65 | 21,000 |
| 10 | 30,600 | 38 | 24,922 | 66 | 20,939 |
| 11 | 30,574 | 39 | 24,800 | 67 | 20,850 |
| 12 | 30,500 | 40 | 24,504 | 68 | 20,688 |
| 13 | 30,184 | 41 | 24,500 | 69 | 20,500 |
| 14 | 29,900 | 42 | 24,500 | 70 | 20,350 |
| 15 | 29,700 | 43 | 24,482 | 71 | 19,425 |
| 16 | 29,450 | 44 | 24,200 | 72 | 19,250 |
| 17 | 29,300 | 45 | 24,120 | 73 | 18,815 |
| 18 | 29,200 | 46 | 24,050 | 74 | 18,590 |
| 19 | 29,000 | 47 | 24,000 | 75 | 18,020 |
| 20 | 28,578 | 48 | 24,000 | 76 | 18,000 |
| 21 | 28,524 | 49 | 24,000 | 77 | 17,323 |
| 22 | 28,020 | 50 | 24,000 | 78 | 16,130 |
| 23 | 29,008 | 51 | 23,500 | 79 | 15,340 |
| 24 | 27,601 | 52 | 23,412 | 80 | 15,726 |
| 25 | 27,600 | 53 | 23,400 | 81 | 14,545 |
| 26 | 26,900 | 54 | 23,178 | | |
| 27 | 26,616 | 55 | 22,912 | AVERAGE | 24,994 |
| 28 | 26,590 | 56 | 22,761 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

| PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS | | PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS | | PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT | |
|---|---|---|---|---|---|
| RANK | SALARY | RANK | SALARY | RANK | SALARY |
| 1 | 53,140 | 1 | 39,000 | 1 | 46,000 |
| 2 | 46,212 | 2 | 34,500 | 2 | 46,000 |
| 3 | 45,660 | 3 | 34,500 | 3 | 45,660 |
| 4 | 45,600 | 4 | 34,000 | 4 | 43,000 |
| 5 | 44,730 | 5 | 32,584 | 5 | 42,800 |
| 6 | 41,400 | 6 | 32,100 | 6 | 41,800 |
| 7 | 40,950 | 7 | 31,300 | 7 | 41,000 |
| 8 | 40,590 | 8 | 31,000 | 8 | 40,700 |
| 9 | 40,500 | 9 | 30,600 | 9 | 40,500 |
| 10 | 39,500 | 10 | 30,520 | 10 | 40,000 |
| 11 | 39,200 | 11 | 30,378 | 11 | 37,990 |
| 12 | 37,500 | 12 | 30,000 | 12 | 37,800 |
| 13 | 37,431 | 13 | 29,730 | 13 | 37,700 |
| 14 | 36,400 | 14 | 29,400 | 14 | 37,500 |
| 15 | 35,300 | 15 | 28,662 | 15 | 37,500 |
| 16 | 35,000 | 16 | 27,056 | 16 | 36,400 |
| 17 | 33,000 | 17 | 27,750 | 17 | 36,200 |
| 18 | 31,815 | 18 | 27,532 | 18 | 35,933 |
| 19 | 29,700 | 19 | 27,500 | 19 | 34,584 |
| 20 | 29,004 | 20 | 26,569 | 20 | 34,000 |
| 21 | 27,550 | 21 | 26,000 | 21 | 33,027 |
| 22 | 27,136 | 22 | 25,865 | 22 | 32,000 |
| | | 23 | 25,700 | 23 | 31,815 |
| AVERAGE | 38,061 | 24 | 24,129 | 24 | 30,300 |
| | | 25 | 23,500 | 25 | 30,000 |
| | | 26 | 22,931 | 26 | 28,754 |
| | | 27 | 22,400 | | |
| | | 28 | 21,800 | AVERAGE | 37,637 |
| | | 29 | 20,681 | | |
| | | 30 | 18,834 | | |
| | | 31 | 18,610 | | |
| | | 32 | 12,958 | | |
| | | AVERAGE | 27,490 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

| PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT | | | | RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS) | |
|---|---|---|---|---|---|
| RANK | SALARY | RANK | SALARY | RANK | SALARY |
| 1 | 45,396 | 36 | 28,400 | 1 | 63,314 |
| 2 | 41,700 | 37 | 28,192 | 2 | 56,710 |
| 3 | 41,600 | 38 | 27,750 | 3 | 51,000 |
| 4 | 41,600 | 39 | 27,000 | 4 | 51,000 |
| 5 | 41,000 | 40 | 27,000 | 5 | 50,500 |
| 6 | 39,300 | 41 | 27,000 | 6 | 50,400 |
| 7 | 38,000 | 42 | 27,000 | 7 | 49,596 |
| 8 | 38,000 | 43 | 27,000 | 8 | 48,250 |
| 9 | 38,000 | 44 | 26,700 | 9 | 47,000 |
| 10 | 38,000 | 45 | 26,667 | 10 | 47,000 |
| 11 | 35,277 | 46 | 26,645 | 11 | 46,986 |
| 12 | 35,000 | 47 | 26,520 | 12 | 46,200 |
| 13 | 34,000 | 48 | 26,300 | 13 | 45,500 |
| 14 | 33,960 | 49 | 26,300 | 14 | 45,000 |
| 15 | 33,900 | 50 | 26,000 | 15 | 44,472 |
| 16 | 33,780 | 51 | 26,000 | 16 | 44,398 |
| 17 | 33,683 | 52 | 25,750 | 17 | 44,000 |
| 18 | 32,100 | 53 | 25,500 | 18 | 43,800 |
| 19 | 32,000 | 54 | 25,000 | 19 | 42,900 |
| 20 | 31,500 | 55 | 25,000 | 20 | 42,500 |
| 21 | 31,000 | 56 | 25,000 | 21 | 42,500 |
| 22 | 30,800 | 57 | 25,000 | 22 | 41,710 |
| 23 | 30,400 | 58 | 25,000 | 23 | 41,610 |
| 24 | 30,240 | 59 | 24,201 | 24 | 40,500 |
| 25 | 30,000 | 60 | 24,150 | 25 | 40,000 |
| 26 | 30,000 | 61 | 24,000 | 26 | 39,408 |
| 27 | 30,000 | 62 | 23,940 | 27 | 39,000 |
| 28 | 29,712 | 63 | 23,256 | 28 | 38,000 |
| 29 | 29,400 | 64 | 22,500 | 29 | 35,000 |
| 30 | 29,000 | 65 | 22,360 | 30 | 34,185 |
| 31 | 28,884 | 66 | 21,907 | 31 | 33,119 |
| 32 | 28,613 | 67 | 20,614 | 32 | 32,635 |
| 33 | 28,500 | 68 | 20,342 | 33 | 32,100 |
| 34 | 28,500 | 69 | 19,044 | 34 | 32,000 |
| 35 | 28,460 | | | 35 | 30,300 |
| | | AVERAGE | 29,478 | 36 | 28,383 |
| | | | | AVERAGE | 42,802 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 41,000 |
| 3 | 39,700 |
| 4 | 38,667 |
| 5 | 38,500 |
| 6 | 38,000 |
| 7 | 38,000 |
| 8 | 37,399 |
| 9 | 37,200 |
| 10 | 37,000 |
| 11 | 37,000 |
| 12 | 36,900 |
| 13 | 36,300 |
| 14 | 35,700 |
| 15 | 35,490 |
| 16 | 35,490 |
| 17 | 35,380 |
| 18 | 34,600 |
| 19 | 34,600 |
| 20 | 34,502 |
| 21 | 34,500 |
| 22 | 34,329 |
| 23 | 34,044 |
| 24 | 34,000 |
| 25 | 33,960 |
| 26 | 33,907 |
| 27 | 33,660 |
| 28 | 33,566 |
| 29 | 33,490 |
| 30 | 33,100 |
| 31 | 33,000 |
| 32 | 32,900 |
| 33 | 32,888 |
| 34 | 32,544 |
| 35 | 32,000 |
| 36 | 31,900 |
| 37 | 31,020 |
| 38 | 30,261 |
| 39 | 30,000 |
| 40 | 29,350 |
| 41 | 29,129 |
| 42 | 29,000 |
| 43 | 28,976 |
| 44 | 28,129 |
| 45 | 27,732 |
| 46 | 27,500 |
| 47 | 27,000 |
| 48 | 26,328 |
| 49 | 25,897 |
| 50 | 25,960 |
| 51 | 25,500 |
| 52 | 25,000 |
| 53 | 24,839 |
| 54 | 24,789 |
| 55 | 24,540 |
| 56 | 23,840 |
| 57 | 23,118 |
| 58 | 23,026 |
| 59 | 23,000 |
| 60 | 22,804 |
| 61 | 22,293 |
| 62 | 21,612 |
| 63 | 21,120 |
| 64 | 20,124 |
| 65 | 20,099 |
| 66 | 20,000 |
| 67 | 19,800 |
| 68 | 17,230 |
| AVERAGE | 30,520 |

RESEARCH OFFICERS:
VICE PRESIDENT FOR
INSTITUTIONAL ANALYSES

| RANK | SALARY |
|---|---|
| 1 | 39,206 |
| 2 | 38,200 |
| 3 | 32,436 |
| AVERAGE | 36,614 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 38,500 | 29 | 30,000 | 57 | 24,816 |
| 2 | 37,900 | 30 | 30,000 | 58 | 24,600 |
| 3 | 37,000 | 31 | 29,860 | 59 | 24,600 |
| 4 | 36,900 | 32 | 29,600 | 60 | 24,552 |
| 5 | 36,025 | 33 | 29,600 | 61 | 24,240 |
| 6 | 36,000 | 34 | 29,511 | 62 | 24,084 |
| 7 | 35,664 | 35 | 29,500 | 63 | 24,000 |
| 8 | 35,270 | 36 | 29,470 | 64 | 23,773 |
| 9 | 35,250 | 37 | 29,403 | 65 | 23,730 |
| 10 | 35,000 | 38 | 29,400 | 66 | 23,320 |
| 11 | 34,250 | 39 | 29,200 | 67 | 23,100 |
| 12 | 34,000 | 40 | 28,586 | 68 | 23,026 |
| 13 | 34,000 | 41 | 28,500 | 69 | 22,800 |
| 14 | 33,500 | 42 | 28,000 | 70 | 22,500 |
| 15 | 33,180 | 43 | 28,000 | 71 | 22,000 |
| 16 | 33,000 | 44 | 27,789 | 72 | 21,480 |
| 17 | 32,802 | 45 | 27,708 | 73 | 21,252 |
| 18 | 32,750 | 46 | 27,264 | 74 | 20,400 |
| 19 | 32,428 | 47 | 26,904 | 75 | 19,500 |
| 20 | 32,136 | 48 | 26,772 | 76 | 19,360 |
| 21 | 32,000 | 49 | 26,500 | 77 | 19,200 |
| 22 | 31,956 | 50 | 26,200 | 78 | 19,044 |
| 23 | 31,900 | 51 | 25,987 | 79 | 18,850 |
| 24 | 31,717 | 52 | 25,728 | 80 | 18,400 |
| 25 | 31,100 | 53 | 25,722 | 81 | 18,150 |
| 26 | 30,800 | 54 | 25,349 | 82 | 16,500 |
| 27 | 30,000 | 55 | 25,084 | 83 | 15,000 |
| 28 | 30,000 | 56 | 24,915 | AVERAGE | 27,908 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
ARTS AND SCIENCES

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | $53,300 | 31 | 41,700 | 61 | 37,600 |
| 2 | 52,958 | 32 | 41,700 | 62 | 36,576 |
| 3 | 51,756 | 33 | 41,700 | 63 | 36,516 |
| 4 | 49,100 | 34 | 41,300 | 64 | 36,000 |
| 5 | 48,300 | 35 | 41,300 | 65 | 36,000 |
| 6 | 48,100 | 36 | 41,300 | 66 | 35,700 |
| 7 | 47,400 | 37 | 41,350 | 67 | 35,535 |
| 8 | 47,000 | 38 | 41,170 | 68 | 35,500 |
| 9 | 46,300 | 39 | 41,000 | 69 | 35,000 |
| 10 | 45,900 | 40 | 41,000 | 70 | 34,986 |
| 11 | 45,300 | 41 | 40,968 | 71 | 34,500 |
| 12 | 45,000 | 42 | 40,500 | 72 | 34,305 |
| 13 | 44,730 | 43 | 40,500 | 73 | 34,140 |
| 14 | 44,200 | 44 | 40,360 | 74 | 34,000 |
| 15 | 43,700 | 45 | 40,320 | 75 | 33,280 |
| 16 | 43,100 | 46 | 40,100 | 76 | 33,201 |
| 17 | 43,003 | 47 | 40,100 | 77 | 33,180 |
| 18 | 43,000 | 48 | 40,048 | 78 | 33,161 |
| 19 | 43,000 | 49 | 40,000 | 79 | 33,000 |
| 20 | 43,000 | 50 | 39,900 | 80 | 32,865 |
| 21 | 43,000 | 51 | 39,000 | 81 | 32,500 |
| 22 | 42,800 | 52 | 39,000 | 82 | 32,367 |
| 23 | 42,792 | 53 | 38,900 | 83 | 31,000 |
| 24 | 42,520 | 54 | 38,700 | 84 | 30,750 |
| 25 | 42,500 | 55 | 38,500 | 85 | 30,684 |
| 26 | 42,900 | 56 | 38,213 | 86 | 29,313 |
| 27 | 42,300 | 57 | 38,202 | 87 | 29,004 |
| 28 | 42,300 | 58 | 37,962 | | |
| 29 | 42,200 | 59 | 37,958 | AVERAGE | 39,817 |
| 30 | 42,200 | 60 | 37,690 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

| RANK | SALARY |
|---|---|
| 1 | 50,826 |
| 2 | 48,500 |
| 3 | 45,406 |
| 4 | 45,240 |
| 5 | 43,200 |
| 6 | 43,000 |
| 7 | 42,500 |
| 8 | 42,493 |
| 9 | 41,220 |
| 10 | 39,600 |
| 11 | 39,500 |
| 12 | 39,000 |
| 13 | 38,760 |
| 14 | 38,524 |
| 15 | 38,500 |
| 16 | 38,500 |
| 17 | 38,280 |
| 18 | 37,958 |
| 19 | 37,720 |
| 20 | 37,500 |
| 21 | 37,300 |
| 22 | 36,809 |
| 23 | 36,356 |
| 24 | 35,800 |
| 25 | 35,800 |
| 26 | 35,000 |
| 27 | 34,700 |
| 28 | 34,200 |
| 29 | 34,000 |
| 30 | 33,860 |
| 31 | 33,730 |
| 32 | 33,500 |
| 33 | 33,200 |
| 34 | 32,900 |
| 35 | 32,000 |
| 36 | 31,800 |
| 37 | 30,961 |
| 38 | 29,100 |
| 39 | 21,400 |
| AVERAGE | 37,591 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 49,100 |
| 2 | 47,000 |
| 3 | 48,900 |
| 4 | 48,000 |
| 5 | 47,900 |
| 6 | 47,600 |
| 7 | 47,200 |
| 8 | 45,700 |
| 9 | 45,300 |
| 10 | 44,604 |
| 11 | 44,593 |
| 12 | 44,000 |
| 13 | 43,212 |
| 14 | 42,400 |
| 15 | 42,400 |
| 16 | 42,300 |
| 17 | 42,000 |
| 18 | 41,000 |
| 19 | 40,998 |
| 20 | 40,700 |
| 21 | 40,560 |
| 22 | 40,300 |
| 23 | 40,000 |
| 24 | 39,930 |
| 25 | 39,000 |
| 26 | 38,500 |
| 27 | 38,471 |
| 28 | 38,000 |
| 29 | 37,740 |
| 30 | 37,730 |
| 31 | 37,500 |
| 32 | 37,464 |
| 33 | 37,000 |
| 34 | 36,738 |
| 35 | 36,976 |
| 36 | 36,314 |
| 37 | 36,136 |
| 38 | 35,500 |
| 39 | 35,000 |
| 40 | 34,650 |
| 41 | 34,411 |
| 42 | 34,400 |
| 43 | 33,660 |
| 44 | 33,240 |
| 45 | 30,800 |
| 46 | 30,500 |
| 47 | 29,250 |
| AVERAGE | 39,900 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 58,380 |
| 2 | 52,675 |
| 3 | 52,440 |
| 4 | 50,700 |
| 5 | 48,700 |
| 6 | 48,000 |
| 7 | 48,000 |
| 8 | 48,000 |
| 9 | 47,000 |
| 10 | 47,000 |
| 11 | 46,700 |
| 12 | 46,100 |
| 13 | 46,000 |
| 14 | 46,000 |
| 15 | 45,750 |
| 16 | 45,700 |
| 17 | 45,400 |
| 18 | 45,400 |
| 19 | 45,200 |
| 20 | 44,851 |
| 21 | 44,600 |
| 22 | 44,600 |
| 23 | 44,500 |
| 24 | 44,000 |
| 25 | 43,400 |
| 26 | 43,400 |
| 27 | 43,200 |
| 28 | 43,200 |
| 29 | 43,000 |
| 30 | 43,000 |
| 31 | 42,700 |
| 32 | 42,500 |
| 33 | 42,375 |
| 34 | 42,375 |
| 35 | 41,985 |
| 36 | 41,760 |
| 37 | 41,500 |
| 38 | 41,000 |
| 39 | 40,839 |
| 40 | 40,820 |
| 41 | 40,649 |
| 42 | 40,635 |
| 43 | 40,360 |
| 44 | 40,200 |
| 45 | 40,020 |
| 46 | 39,912 |
| 47 | 39,718 |
| 48 | 39,679 |
| 49 | 39,550 |
| 50 | 39,400 |
| 51 | 39,313 |
| 52 | 39,060 |
| 53 | 39,000 |
| 54 | 39,000 |
| 55 | 39,000 |
| 56 | 38,800 |
| 57 | 38,500 |
| 58 | 38,500 |
| 59 | 38,500 |
| 60 | 38,500 |
| 61 | 38,250 |
| 62 | 38,200 |
| 63 | 38,040 |
| 64 | 38,004 |
| 65 | 38,004 |
| 66 | 38,000 |
| 67 | 37,958 |
| 68 | 37,800 |
| 69 | 37,500 |
| 70 | 37,500 |
| 71 | 37,116 |
| 72 | 37,063 |
| 73 | 37,000 |
| 74 | 36,925 |
| 75 | 36,650 |
| 76 | 36,576 |
| 77 | 36,515 |
| 78 | 36,500 |
| 79 | 36,500 |
| 80 | 36,238 |
| 81 | 36,100 |
| 82 | 36,063 |
| 83 | 36,000 |
| 84 | 36,000 |
| 85 | 35,838 |
| 86 | 35,805 |
| 87 | 35,767 |
| 88 | 35,700 |
| 89 | 35,000 |
| 90 | 35,000 |
| 91 | 34,886 |
| 92 | 34,662 |
| 93 | 34,500 |
| 94 | 34,411 |
| 95 | 34,308 |
| 96 | 34,100 |
| 97 | 34,000 |
| 98 | 33,750 |
| 99 | 33,300 |
| 100 | 33,048 |
| 101 | 32,640 |
| 102 | 32,397 |
| 103 | 32,100 |
| 104 | 31,800 |
| 105 | 31,750 |
| 106 | 31,600 |
| 107 | 31,500 |
| 108 | 31,300 |
| 109 | 31,000 |
| 110 | 31,000 |
| 111 | 29,499 |
| AVERAGE | 39,570 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 55,210 | 34 | 35,500 | 67 | 28,200 |
| 2 | 47,184 | 35 | 35,500 | 68 | 28,000 |
| 3 | 42,900 | 36 | 35,450 | 69 | 27,540 |
| 4 | 41,562 | 37 | 35,163 | 70 | 27,500 |
| 5 | 41,000 | 38 | 34,880 | 71 | 27,250 |
| 6 | 41,000 | 39 | 34,503 | 72 | 27,250 |
| 7 | 40,660 | 40 | 34,200 | 73 | 27,000 |
| 8 | 40,000 | 41 | 34,000 | 74 | 26,664 |
| 9 | 40,000 | 42 | 33,876 | 75 | 26,375 |
| 10 | 39,700 | 43 | 33,556 | 76 | 26,200 |
| 11 | 39,600 | 44 | 33,248 | 77 | 26,000 |
| 12 | 39,598 | 45 | 33,100 | 78 | 26,000 |
| 13 | 39,500 | 46 | 33,000 | 79 | 26,000 |
| 14 | 39,500 | 47 | 32,600 | 80 | 25,515 |
| 15 | 39,200 | 48 | 32,400 | 81 | 25,179 |
| 16 | 39,000 | 49 | 32,300 | 82 | 25,000 |
| 17 | 38,529 | 50 | 32,200 | 83 | 24,900 |
| 18 | 38,450 | 51 | 31,900 | 84 | [illegible] |
| 19 | 37,628 | 52 | 31,090 | 85 | 24,500 |
| 20 | 37,500 | 53 | 31,000 | 86 | 23,800 |
| 21 | 37,367 | 54 | 31,000 | 87 | 23,500 |
| 22 | 37,250 | 55 | 30,940 | 88 | 23,300 |
| 23 | 37,160 | 56 | 30,660 | 89 | 23,250 |
| 24 | 37,000 | 57 | 30,600 | 90 | 22,500 |
| 25 | 37,000 | 58 | 30,500 | 91 | 22,411 |
| 26 | 36,903 | 59 | 30,240 | 92 | 22,000 |
| 27 | 36,600 | 60 | 30,000 | 93 | 21,000 |
| 28 | 36,500 | 61 | 30,000 | 94 | 21,000 |
| 29 | 36,500 | 62 | 29,981 | 95 | 19,080 |
| 30 | 36,000 | 63 | 29,800 | 96 | 18,144 |
| 31 | 36,000 | 64 | 29,500 | 97 | 17,535 |
| 32 | 36,000 | 65 | 28,793 | | |
| 33 | 35,600 | 66 | 28,654 | AVERAGE | 32,068 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
EARTH SCIENCES/
NATURAL RESOURCES

| RANK | SALARY |
|---|---|
| 1 | 62,845 |
| 2 | 51,039 |
| 3 | 47,200 |
| 4 | 46,970 |
| 5 | 44,100 |
| 6 | 43,500 |
| 7 | 42,000 |
| 8 | 41,725 |
| 9 | 41,564 |
| 10 | 40,839 |
| 11 | 40,420 |
| 12 | 36,960 |
| 13 | 36,500 |
| 14 | 34,691 |
| 15 | 34,411 |
| 16 | 34,000 |
| 17 | 33,500 |
| AVERAGE | 41,898 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
EDUCATION

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 59,675 | 38 | 40,000 | 75 | 36,172 |
| 2 | 54,088 | 39 | 39,960 | 76 | 36,000 |
| 3 | 48,300 | 40 | 39,912 | 77 | 36,000 |
| 4 | 48,000 | 41 | 39,800 | 78 | 36,000 |
| 5 | 48,000 | 42 | 39,500 | 79 | 35,860 |
| 6 | 47,400 | 43 | 39,500 | 80 | 35,805 |
| 7 | 46,200 | 44 | 39,300 | 81 | 35,700 |
| 8 | 46,164 | 45 | 39,000 | 82 | 35,400 |
| 9 | 46,000 | 46 | 38,900 | 83 | 35,330 |
| 10 | 45,500 | 47 | 38,800 | 84 | 35,310 |
| 11 | 45,042 | 48 | 38,737 | 85 | 35,000 |
| 12 | 45,000 | 49 | 38,628 | 86 | 35,000 |
| 13 | 45,000 | 50 | 38,500 | 87 | 34,960 |
| 14 | 44,350 | 51 | 38,418 | 88 | 34,540 |
| 15 | 44,200 | 52 | 38,200 | 89 | 34,500 |
| 16 | 44,000 | 53 | 38,200 | 90 | 34,411 |
| 17 | 43,265 | 54 | 38,000 | 91 | 34,308 |
| 18 | 43,200 | 55 | 38,000 | 92 | 34,000 |
| 19 | 43,092 | 56 | 38,000 | 93 | 34,000 |
| 20 | 43,000 | 57 | 38,000 | 94 | 34,000 |
| 21 | 42,900 | 58 | 37,958 | 95 | 33,886 |
| 22 | 42,700 | 59 | 37,895 | 96 | 33,630 |
| 23 | 42,300 | 60 | 37,605 | 97 | 33,132 |
| 24 | 42,220 | 61 | 37,600 | 98 | 33,113 |
| 25 | 41,722 | 62 | 37,500 | 99 | 32,800 |
| 26 | 41,700 | 63 | 37,104 | 100 | 32,800 |
| 27 | 41,500 | 64 | 37,000 | 101 | 32,640 |
| 28 | 41,500 | 65 | 36,780 | 102 | 32,582 |
| 29 | 41,495 | 66 | 36,584 | 103 | 32,000 |
| 30 | 41,400 | 67 | 36,576 | 104 | 30,910 |
| 31 | 41,180 | 68 | 36,546 | 105 | 30,660 |
| 32 | 40,500 | 69 | 36,500 | 106 | 30,303 |
| 33 | 40,300 | 70 | 36,500 | 107 | 30,000 |
| 34 | 40,150 | 71 | 36,500 | 108 | 26,000 |
| 35 | 40,008 | 72 | 36,480 | 109 | 24,920 |
| 36 | 40,000 | 73 | 36,348 | 110 | 23,716 |
| 37 | 40,000 | 74 | 36,237 | | |
| | | | | AVERAGE | 38,457 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
ENGINEERING

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 50,960 | 31 | 42,900 | 61 | 37,883 |
| 2 | 5[illegible],823 | 32 | 42,900 | 62 | 37,800 |
| 3 | 5[illegible],000 | 33 | 42,400 | 63 | 37,500 |
| 4 | 50,752 | 34 | 42,100 | 64 | 37,227 |
| 5 | 50,700 | 35 | 42,000 | 65 | 37,146 |
| 6 | 4[illegible],300 | 36 | 42,000 | 66 | 37,000 |
| 7 | 48,000 | 37 | 41,900 | 67 | 36,731 |
| 8 | 47,858 | 38 | 41,700 | 68 | 36,576 |
| 9 | 47,500 | 39 | 41,300 | 69 | 36,500 |
| 10 | 47,300 | 40 | 41,200 | 70 | 36,500 |
| 11 | 47,000 | 41 | 41,040 | 71 | 36,225 |
| 12 | 46,700 | 42 | 41,000 | 72 | 35,730 |
| 13 | 46,200 | 43 | 41,000 | 73 | 35,700 |
| 14 | 46,100 | 44 | 40,800 | 74 | 35,500 |
| 15 | 45,000 | 45 | 40,700 | 75 | 3[illegible],400 |
| 16 | 45,000 | 46 | 40,534 | 76 | 35,213 |
| 17 | 44,650 | 47 | 40,500 | 77 | 34,865 |
| 18 | 44,600 | 48 | 40,360 | 78 | 34,800 |
| 19 | 44,000 | 49 | 40,020 | 79 | 34,450 |
| 20 | 43,889 | 50 | 40,000 | 80 | 33,500 |
| 21 | 43,875 | 51 | 39,672 | 81 | 33,431 |
| 22 | 43,750 | 52 | 39,530 | 82 | 33,200 |
| 23 | 43,700 | 53 | 39,400 | 83 | 32,768 |
| 24 | 43,500 | 54 | 39,384 | 84 | 31,494 |
| 25 | 43,500 | 55 | 39,058 | 85 | 30,000 |
| 26 | 43,350 | 56 | 38,900 | 86 | 30,000 |
| 27 | 43,200 | 57 | 38,790 | 87 | 28,250 |
| 28 | 43,100 | 58 | 38,50[illegible] | | |
| 29 | 43,000 | 59 | 38,000 | AVERAGE | 40,983 |
| 30 | 42,890 | 60 | 38,000 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS): FINE ARTS

| RANK | SALARY |
|---|---|
| 1 | 45,500 |
| 2 | 45,000 |
| 3 | 43,500 |
| 4 | 41,565 |
| 5 | 41,220 |
| 6 | 40,000 |
| 7 | 39,960 |
| 8 | 39,600 |
| 9 | 39,000 |
| 10 | 38,850 |
| 11 | 38,640 |
| 12 | 38,600 |
| 13 | 38,400 |
| 14 | 38,373 |
| 15 | 38,250 |
| 16 | 37,959 |
| 17 | 37,500 |
| 18 | 37,200 |
| 19 | 36,780 |
| 20 | 36,350 |
| 21 | 36,264 |
| 22 | 36,000 |
| 23 | 35,700 |
| 24 | 35,000 |
| 25 | 34,788 |
| 26 | 34,400 |
| 27 | 34,391 |
| 28 | 34,308 |
| 29 | 34,275 |
| 30 | 34,000 |
| 31 | 33,860 |
| 32 | 33,700 |
| 33 | 32,600 |
| 34 | 32,100 |
| 35 | 31,500 |
| 36 | 31,050 |
| 37 | 30,900 |
| 38 | 30,804 |
| 39 | 30,360 |
| 40 | 30,000 |
| 41 | 29,940 |
| 42 | 28,000 |
| 43 | 21,800 |
| AVERAGE | 35,767 |

DEANS (DIRECTORS): FORESTRY

| RANK | SALARY |
|---|---|
| 1 | 45,564 |
| 2 | 43,300 |
| 3 | 42,204 |
| 4 | 42,000 |
| 5 | 39,500 |
| 6 | 39,500 |
| 7 | 38,000 |
| 8 | 37,500 |
| 9 | 37,464 |
| 10 | 37,000 |
| 11 | 35,496 |
| 12 | 34,500 |
| 13 | 34,400 |
| 14 | 34,000 |
| 15 | 33,600 |
| 16 | 30,509 |
| 17 | 29,275 |
| 18 | 28,944 |
| AVERAGE | 36,920 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS):
GRADUATE

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 52,667 | 37 | 40,020 | 73 | 35,700 |
| 2 | 52,269 | 38 | 40,020 | 74 | 35,277 |
| 3 | 51,240 | 39 | 39,954 | 75 | 35,271 |
| 4 | 49,600 | 40 | 39,838 | 76 | 35,000 |
| 5 | 49,596 | 41 | 39,760 | 77 | 35,000 |
| 6 | 49,500 | 42 | 39,540 | 78 | 35,000 |
| 7 | 48,300 | 43 | 39,387 | 79 | 35,000 |
| 8 | 47,200 | 44 | 39,274 | 80 | 35,000 |
| 9 | 46,200 | 45 | 38,962 | 81 | 34,886 |
| 10 | 45,900 | 46 | 38,950 | 82 | 34,600 |
| 11 | 45,824 | 47 | 38,800 | 83 | 34,411 |
| 12 | 45,500 | 48 | 38,600 | 84 | 34,100 |
| 13 | 45,200 | 49 | 38,500 | 85 | 34,000 |
| 14 | 45,200 | 50 | 38,400 | 86 | 33,400 |
| 15 | 44,821 | 51 | 38,000 | 87 | 33,250 |
| 16 | 44,800 | 52 | 38,000 | 88 | 33,000 |
| 17 | 44,350 | 53 | 37,963 | 89 | 33,000 |
| 18 | 43,000 | 54 | 37,915 | 90 | 33,000 |
| 19 | 43,000 | 55 | 37,600 | 91 | 33,000 |
| 20 | 43,000 | 56 | 37,399 | 92 | 32,928 |
| 21 | 43,000 | 57 | 37,300 | 93 | 32,823 |
| 22 | 42,900 | 58 | 37,250 | 94 | 32,640 |
| 23 | 42,800 | 59 | 37,225 | 95 | 32,300 |
| 24 | 42,720 | 60 | 37,140 | 96 | 32,000 |
| 25 | 42,500 | 61 | 37,000 | 97 | 31,890 |
| 26 | 42,500 | 62 | 36,850 | 98 | 31,850 |
| 27 | 42,400 | 63 | 36,780 | 99 | 31,836 |
| 28 | 42,135 | 64 | 36,756 | 100 | 31,697 |
| 29 | 42,000 | 65 | 36,590 | 101 | 30,850 |
| 30 | 41,500 | 66 | 36,576 | 102 | 30,450 |
| 31 | 41,256 | 67 | 36,[illegible] | 103 | 30,350 |
| 32 | 41,000 | 68 | 36,300 | 104 | 30,000 |
| 33 | 40,700 | 69 | 36,150 | 105 | 28,800 |
| 34 | 40,660 | 70 | 36,000 | | |
| 35 | 40,300 | 71 | 36,000 | AVERAGE | 38,680 |
| 36 | 40,200 | 72 | 36,000 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 47,580 |
| 2 | 44,000 |
| 3 | 43,600 |
| 4 | 42,800 |
| 5 | 42,400 |
| 6 | 42,400 |
| 7 | 42,400 |
| 8 | 41,900 |
| 9 | 41,004 |
| 10 | 40,667 |
| 11 | 40,650 |
| 12 | 39,960 |
| 13 | 39,078 |
| 14 | 38,900 |
| 15 | 38,710 |
| 16 | 38,200 |
| 17 | 38,040 |
| 18 | 37,997 |
| 19 | 37,500 |
| 20 | 37,400 |
| 21 | 37,140 |
| 22 | 36,915 |
| 23 | 36,000 |
| 24 | 35,980 |
| 25 | 35,000 |
| 26 | 35,000 |
| 27 | 34,986 |
| 28 | 34,200 |
| 29 | 34,000 |
| 30 | 32,000 |
| 31 | 32,000 |
| 32 | 31,200 |
| 33 | 30,144 |
| 34 | 30,000 |
| 35 | 28,600 |
| 36 | 28,000 |
| 37 | 27,750 |
| 38 | 27,250 |
| 39 | 25,386 |
| 40 | 25,000 |
| 41 | 24,760 |
| 42 | 24,532 |
| 43 | 24,099 |
| AVERAGE | 35,445 |

DEANS (DIRECTORS): HUMANITIES

| RANK | SALARY |
|---|---|
| 1 | 47,500 |
| 2 | 46,700 |
| 3 | 45,500 |
| 4 | 45,000 |
| 5 | 44,300 |
| 6 | 42,400 |
| 7 | 42,300 |
| 8 | 41,500 |
| 9 | 39,391 |
| 10 | 39,135 |
| 11 | 37,450 |
| 12 | 37,200 |
| 13 | 37,000 |
| 14 | 35,508 |
| 15 | 34,986 |
| 16 | 34,308 |
| 17 | 34,27[illegible] |
| 18 | 33,500 |
| 19 | 33,280 |
| 20 | 33,007 |
| 21 | 29,940 |
| 22 | 28,500 |
| 23 | 19,713 |
| AVERAGE | 37,491 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

| DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS | | DEANS (DIRECTORS): LAW | | | |
|---|---|---|---|---|---|
| RANK | SALARY | RANK | SALARY | RANK | SALARY |
| 1 | 42,000 | 1 | 56,500 | 27 | 44,000 |
| 2 | 42,000 | 2 | 56,242 | 28 | 44,000 |
| 3 | 39,600 | 3 | 54,600 | 29 | 44,000 |
| 4 | 39,500 | 4 | 52,720 | 30 | 43,778 |
| 5 | 39,300 | 5 | 51,000 | 31 | 43,741 |
| 6 | 39,040 | 6 | 51,000 | 32 | 43,300 |
| 7 | 39,000 | 7 | 50,000 | 33 | 43,197 |
| 8 | 38,725 | 8 | 49,500 | 34 | 43,000 |
| 9 | 38,725 | 9 | 49,500 | 35 | 42,500 |
| 10 | 38,500 | 10 | 49,300 | 36 | 42,000 |
| 11 | 38,000 | 11 | 49,176 | 37 | 42,000 |
| 12 | 37,800 | 12 | 48,600 | 38 | 41,640 |
| 13 | 37,530 | 13 | 48,500 | 39 | 41,498 |
| 14 | 37,500 | 14 | 48,500 | 40 | 41,400 |
| 15 | 37,000 | 15 | 48,000 | 41 | 41,040 |
| 16 | 36,346 | 16 | 48,000 | 42 | 40,360 |
| 17 | 36,264 | 17 | 46,500 | 43 | 39,384 |
| 18 | 35,700 | 18 | 46,000 | 44 | 39,200 |
| 19 | 35,623 | 19 | 46,000 | 45 | 38,770 |
| 20 | 35,600 | 20 | 46,000 | 46 | 37,500 |
| 21 | 35,500 | 21 | 45,675 | 47 | 37,250 |
| 22 | 35,280 | 22 | 45,150 | 48 | 36,934 |
| 23 | 33,612 | 23 | 45,000 | 49 | 36,012 |
| 24 | 31,100 | 24 | 45,000 | 50 | 34,420 |
| 25 | 30,540 | 25 | 44,700 | | |
| 26 | 30,096 | 26 | 44,150 | AVERAGE | 44,925 |
| 27 | 29,500 | | | | |
| 28 | 28,952 | | | | |
| 29 | 28,320 | | | | |
| 30 | 25,628 | | | | |
| 31 | 23,597 | | | | |
| 32 | 23,284 | | | | |
| AVERAGE | 34,973 | | | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS): LIBERAL ARTS

| RANK | SALARY |
|---|---|
| 1 | 49,500 |
| 2 | 49,500 |
| 3 | 46,625 |
| 4 | 46,500 |
| 5 | 45,750 |
| 6 | 45,520 |
| 7 | 45,000 |
| 8 | 41,500 |
| 9 | 41,400 |
| 10 | 40,800 |
| 11 | 40,776 |
| 12 | 39,432 |
| 13 | 39,300 |
| 14 | 37,200 |
| 15 | 36,500 |
| 16 | 36,174 |
| 17 | 36,108 |
| 18 | 35,805 |
| 19 | 35,768 |
| 20 | 35,000 |
| 21 | 35,000 |
| 22 | 34,500 |
| 23 | 33,884 |
| 24 | 33,113 |
| AVERAGE | 40,048 |

DEANS (DIRECTORS): LIBRARY SCIENCE

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 41,995 |
| 3 | 41,000 |
| 4 | 39,000 |
| 5 | 38,363 |
| 6 | 38,292 |
| 7 | 37,750 |
| 8 | 37,071 |
| 9 | 35,250 |
| 10 | 35,250 |
| 11 | 35,200 |
| 12 | 34,500 |
| 13 | 34,300 |
| 14 | 33,978 |
| 15 | 33,600 |
| 16 | 33,516 |
| 17 | 33,360 |
| 18 | 33,333 |
| 19 | 33,027 |
| 20 | 32,634 |
| 21 | 31,800 |
| 22 | 31,500 |
| 23 | 31,000 |
| 24 | 30,500 |
| 25 | 30,000 |
| 26 | 29,523 |
| 27 | 29,120 |
| 28 | 29,100 |
| 29 | 28,740 |
| 30 | 28,360 |
| 31 | 28,000 |
| 32 | 25,980 |
| AVERAGE | 33,673 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 59,706 |
| 2 | 52,524 |
| 3 | 49,300 |
| 4 | 45,418 |
| 5 | 45,000 |
| 6 | 42,700 |
| 7 | 42,500 |
| 8 | 42,329 |
| 9 | 42,250 |
| 10 | 42,250 |
| 11 | 42,000 |
| 12 | 41,005 |
| 13 | 41,000 |
| 14 | 40,657 |
| 15 | 40,200 |
| 16 | 40,000 |
| 17 | 39,902 |
| 18 | 39,250 |
| 19 | 38,500 |
| 20 | 38,490 |
| 21 | 38,400 |
| 22 | 38,249 |
| 23 | 38,200 |
| 24 | 38,200 |
| 25 | 38,113 |
| 26 | 37,900 |
| 27 | 37,624 |
| 28 | 37,500 |
| 29 | 37,182 |
| 30 | 37,000 |
| 31 | 36,041 |
| 32 | 35,496 |
| 33 | 35,350 |
| 34 | 35,000 |
| 35 | 35,000 |
| 36 | 35,000 |
| 37 | 35,000 |
| 38 | 34,726 |
| 39 | 34,600 |
| 40 | 34,500 |
| 41 | 34,300 |
| 42 | 34,000 |
| 43 | 33,900 |
| 44 | 33,880 |
| 45 | 33,800 |
| 46 | 33,612 |
| 47 | 33,000 |
| 48 | 32,700 |
| 49 | 32,000 |
| 50 | 31,774 |
| 51 | 31,500 |
| 52 | 31,291 |
| 53 | 29,600 |
| 54 | 29,000 |
| 55 | 26,500 |
| 56 | 24,558 |
| 57 | 24,450 |
| 58 | 24,442 |
| 59 | 22,983 |
| 60 | 18,720 |
| AVERAGE | 36,485 |

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

| RANK | SALARY |
|---|---|
| 1 | 48,000 |
| 2 | 48,000 |
| 3 | 47,824 |
| 4 | 47,500 |
| 5 | 45,500 |
| 6 | 45,474 |
| 7 | 45,408 |
| 8 | 44,000 |
| 9 | 43,800 |
| 10 | 41,500 |
| 11 | 41,443 |
| 12 | 41,294 |
| 13 | 40,200 |
| 14 | 38,250 |
| 15 | 38,213 |
| 16 | 37,500 |
| 17 | 37,000 |
| 18 | 37,000 |
| 19 | 36,960 |
| 20 | 36,500 |
| 21 | 36,035 |
| 22 | 35,916 |
| 23 | 35,671 |
| 24 | 35,600 |
| 25 | 34,886 |
| 26 | 34,500 |
| 27 | 34,406 |
| 28 | 34,200 |
| 29 | 33,884 |
| 30 | 33,447 |
| 31 | 32,600 |
| 32 | 32,300 |
| AVERAGE | 39,219 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 50,500 |
| 2 | 50,020 |
| 3 | 47,500 |
| 4 | 46,700 |
| 5 | 46,100 |
| 6 | 44,300 |
| 7 | 43,400 |
| 8 | 42,500 |
| 9 | 42,500 |
| 10 | 42,300 |
| 11 | 42,255 |
| 12 | 41,000 |
| 13 | 39,447 |
| 14 | 39,135 |
| 15 | 38,825 |
| 16 | 38,825 |
| 17 | 37,740 |
| 18 | 37,500 |
| 19 | 37,000 |
| 20 | 35,800 |
| 21 | 34,888 |
| 22 | 34,406 |
| 23 | 34,335 |
| 24 | 33,600 |
| 25 | 29,340 |
| 26 | 26,400 |
| 27 | 23,448 |
| AVERAGE | 39,250 |

| RANK | SALARY |
|---|---|
| 1 | 45,262 |
| 2 | 42,900 |
| 3 | 42,800 |
| 4 | 42,500 |
| 5 | 42,500 |
| 6 | 42,000 |
| 7 | 40,000 |
| 8 | 40,000 |
| 9 | 39,941 |
| 10 | 39,500 |
| 11 | 39,392 |
| 12 | 39,000 |
| 13 | 38,500 |
| 14 | 38,400 |
| 15 | 38,000 |
| 16 | 38,000 |
| 17 | 38,000 |
| 18 | 37,883 |
| 19 | 37,400 |
| 20 | 37,312 |
| 21 | 37,164 |
| 22 | 36,819 |
| 23 | 36,780 |
| 24 | 36,000 |
| 25 | 36,000 |
| 26 | 34,000 |
| 27 | 33,490 |
| 28 | 33,240 |

DEANS (DIRECTORS): SOCIAL WORK

| RANK | SALARY |
|---|---|
| 29 | 32,550 |
| 30 | 31,700 |
| 31 | 31,160 |
| 32 | 31,100 |
| 33 | 27,125 |
| 34 | 27,125 |
| 35 | 27,000 |
| 36 | 26,833 |
| 37 | 25,933 |
| 38 | 24,708 |
| 39 | 24,500 |
| AVERAGE | 39,675 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DEANS (DIRECTORS): PHARMACY

| RANK | SALARY |
|---|---|
| 1 | 53,000 |
| 2 | 48,925 |
| 3 | 48,900 |
| 4 | 48,500 |
| 5 | 47,700 |
| 6 | 46,400 |
| 7 | 45,870 |
| 8 | 44,800 |
| 9 | 44,700 |
| 10 | 44,350 |
| 11 | 44,350 |
| 12 | 44,000 |
| 13 | 43,600 |
| 14 | 42,500 |
| 15 | 42,420 |
| 16 | 42,000 |
| 17 | 41,900 |
| 18 | 41,390 |
| 19 | 41,215 |
| 20 | 41,200 |
| 21 | 40,992 |
| 22 | 39,976 |
| 23 | 38,808 |
| 24 | 38,400 |
| 25 | 38,000 |
| 26 | 38,000 |
| 27 | 38,000 |
| 28 | 37,608 |
| 29 | 35,000 |
| 30 | 33,400 |
| 31 | 33,000 |
| 32 | 32,995 |
| 33 | 32,700 |
| 34 | 32,004 |
| 35 | 31,548 |
| 36 | 27,450 |
| AVERAGE | 40,698 |

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

| RANK | SALARY |
|---|---|
| 1 | 43,590 |
| 2 | 43,000 |
| 3 | 42,500 |
| 4 | 39,500 |
| 5 | 39,400 |
| 6 | 38,250 |
| 7 | 37,250 |
| 8 | 36,979 |
| 9 | 36,500 |
| 10 | 35,500 |
| 11 | 35,100 |
| 12 | 34,650 |
| 13 | 34,500 |
| 14 | 34,450 |
| 15 | 33,600 |
| 16 | 33,092 |
| 17 | 33,000 |
| 18 | 31,800 |
| 19 | 31,513 |
| 20 | 31,380 |
| 21 | 31,300 |
| 22 | 30,450 |
| 23 | 30,360 |
| 24 | 29,254 |
| 25 | 29,000 |
| 26 | 26,284 |
| 27 | 25,287 |
| 28 | 22,000 |
| AVERAGE | 33,920 |

DEANS (DIRECTORS): VETERINARY MEDICINE

| RANK | SALARY |
|---|---|
| 1 | 53,600 |
| 2 | 50,546 |
| 3 | 48,200 |
| 4 | 48,000 |
| 5 | 47,700 |
| 6 | 46,600 |
| 7 | 45,000 |
| 8 | 45,000 |
| 9 | 45,000 |
| 10 | 45,000 |
| 11 | 45,000 |
| 12 | 44,604 |
| 13 | 42,520 |
| 14 | 42,000 |
| 15 | 41,900 |
| 16 | 41,040 |
| 17 | 40,200 |
| 18 | 35,982 |
| AVERAGE | 44,883 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DRAMS (DIRECTORS): MUSIC

| RANK | SALARY |
|---|---|
| 1 | 41,259 |
| 2 | 39,900 |
| 3 | 39,500 |
| 4 | 39,150 |
| 5 | 39,000 |
| 6 | 39,000 |
| 7 | 38,800 |
| 8 | 37,500 |
| 9 | 36,212 |
| 10 | 35,500 |
| AVERAGE | 38,982 |

| RANK | SALARY |
|---|---|
| 1 | 55,000 |
| 2 | 50,600 |
| 3 | 49,000 |
| 4 | 44,000 |
| 5 | 43,704 |
| 6 | 40,932 |
| 7 | 39,636 |
| 8 | 37,000 |
| 9 | 36,675 |
| 10 | 36,000 |
| 11 | 36,000 |
| 12 | 35,813 |
| 13 | 35,000 |
| 14 | 34,500 |
| 15 | 34,140 |
| 16 | 33,716 |
| 17 | 32,160 |
| 18 | 32,157 |
| 19 | 31,124 |
| 20 | 30,500 |
| 21 | 30,200 |
| 22 | 30,000 |
| 23 | 30,000 |
| 24 | 30,000 |
| 25 | 29,700 |
| 26 | 29,300 |

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 27 | 28,460 |
| 28 | 28,375 |
| 29 | 28,000 |
| 30 | 27,300 |
| 31 | 27,200 |
| 32 | 25,988 |
| 33 | 25,300 |
| 34 | 25,000 |
| 35 | 24,763 |
| 36 | 24,300 |
| 37 | 23,800 |
| 38 | 23,500 |
| 39 | 23,152 |
| 40 | 23,000 |
| 41 | 22,500 |
| 42 | 22,300 |
| 43 | 21,500 |
| 44 | 21,424 |
| 45 | 21,318 |
| 46 | 19,956 |
| 47 | 19,200 |
| 48 | 19,000 |
| AVERAGE | 30,596 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

REGISTRAR

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 40,943 | 40 | 28,330 | 79 | 23,981 |
| 2 | 38,500 | 41 | 28,332 | 80 | 23,844 |
| 3 | 36,380 | 42 | 28,275 | 81 | 23,804 |
| 4 | 36,000 | 43 | 28,000 | 82 | 23,569 |
| 5 | 35,500 | 44 | 27,840 | 83 | 23,220 |
| 6 | 34,309 | 45 | 27,800 | 84 | 23,180 |
| 7 | 34,260 | 46 | 27,750 | 85 | 22,937 |
| 8 | 33,911 | 47 | 27,507 | 86 | 22,932 |
| 9 | 33,780 | 48 | 27,500 | 87 | 22,900 |
| 10 | 33,750 | 49 | 27,000 | 88 | 22,860 |
| 11 | 33,168 | 50 | 26,772 | 89 | 22,300 |
| 12 | 33,130 | 51 | 26,645 | 90 | 22,000 |
| 13 | 33,100 | 52 | 26,600 | 91 | 22,000 |
| 14 | 32,508 | 53 | 26,578 | 92 | 22,000 |
| 15 | 32,300 | 54 | 26,500 | 93 | 22,000 |
| 16 | 32,000 | 55 | 26,393 | 94 | 21,994 |
| 17 | 31,902 | 56 | 26,355 | 95 | 21,978 |
| 18 | 31,900 | 57 | 26,250 | 96 | 21,833 |
| 19 | 31,800 | 58 | 26,200 | 97 | 21,800 |
| 20 | 31,900 | 59 | 26,100 | 98 | 21,768 |
| 21 | 31,500 | 60 | 26,000 | 99 | 21,500 |
| 22 | 31,400 | 61 | 26,000 | 100 | 21,200 |
| 23 | 31,395 | 62 | 25,912 | 101 | 21,200 |
| 24 | 31,050 | 63 | 25,825 | 102 | 21,017 |
| 25 | 30,480 | 64 | 25,780 | 103 | 20,807 |
| 26 | 30,132 | 65 | 25,600 | 104 | 20,800 |
| 27 | 30,000 | 66 | 25,600 | 105 | 20,200 |
| 28 | 30,000 | 67 | 25,576 | 106 | 20,200 |
| 29 | 29,777 | 68 | 25,406 | 107 | 19,968 |
| 30 | 29,604 | 69 | 25,406 | 108 | 19,821 |
| 31 | 29,600 | 70 | 25,360 | 109 | 19,800 |
| 32 | 29,400 | 71 | 25,210 | 110 | 19,512 |
| 33 | 29,300 | 72 | 25,145 | 111 | 19,500 |
| 34 | 29,200 | 73 | 25,000 | 112 | 19,348 |
| 35 | 29,017 | 74 | 24,890 | 113 | 18,000 |
| 36 | 29,000 | 75 | 24,700 | 114 | 18,000 |
| 37 | 28,600 | 76 | 24,500 | 115 | 16,630 |
| 38 | 28,500 | 77 | 24,300 | 116 | 15,800 |
| 39 | 28,500 | 78 | 24,240 | | |
| | | | | AVERAGE | 26,516 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | $52,249 | 42 | 35,712 | 83 | 31,691 |
| 2 | 50,641 | 43 | 35,515 | 84 | 31,500 |
| 3 | 45,324 | 44 | 35,268 | 85 | 31,376 |
| 4 | 44,400 | 45 | 35,200 | 86 | 31,272 |
| 5 | 44,400 | 46 | 35,168 | 87 | 31,307 |
| 6 | 43,600 | 47 | 35,050 | 88 | 31,300 |
| 7 | 42,000 | 48 | 35,000 | 89 | 31,028 |
| 8 | 41,500 | 49 | 35,000 | 90 | 31,000 |
| 9 | 41,400 | 50 | 34,800 | 91 | 31,000 |
| 10 | 41,180 | 51 | 34,800 | 92 | 31,000 |
| 11 | 41,100 | 52 | 34,800 | 93 | 30,800 |
| 12 | 41,000 | 53 | 34,600 | 94 | 30,790 |
| 13 | 40,600 | 54 | 34,560 | 95 | 30,740 |
| 14 | 40,500 | 55 | 34,534 | 96 | 30,600 |
| 15 | 40,100 | 56 | 34,500 | 97 | 30,600 |
| 16 | 39,041 | 57 | 34,125 | 98 | 30,500 |
| 17 | 39,000 | 58 | 34,000 | 99 | 30,420 |
| 18 | 39,000 | 59 | 33,697 | 100 | 30,400 |
| 19 | 39,424 | 60 | 33,500 | 101 | 30,360 |
| 20 | 39,300 | 61 | 33,200 | 102 | 30,000 |
| 21 | 39,300 | 62 | 33,072 | 103 | 29,830 |
| 22 | 38,700 | 63 | 33,007 | 104 | 29,828 |
| 23 | 38,600 | 64 | 33,000 | 105 | 29,748 |
| 24 | 38,500 | 65 | 33,000 | 106 | 29,692 |
| 25 | 38,325 | 66 | 32,972 | 107 | 29,650 |
| 26 | 38,000 | 67 | 32,802 | 108 | 29,500 |
| 27 | 38,000 | 68 | 32,800 | 109 | 29,275 |
| 28 | 37,932 | 69 | 32,700 | 110 | 29,267 |
| 29 | 37,400 | 70 | 32,600 | 111 | 28,500 |
| 30 | 37,300 | 71 | 32,500 | 112 | 28,476 |
| 31 | 37,000 | 72 | 32,500 | 113 | 28,000 |
| 32 | 37,000 | 73 | 32,491 | 114 | 27,000 |
| 33 | 36,902 | 74 | 32,400 | 115 | 27,000 |
| 34 | 36,900 | 75 | 32,321 | 116 | 26,986 |
| 35 | 36,780 | 76 | 32,300 | 117 | 26,775 |
| 36 | 36,500 | 77 | 32,049 | 118 | 25,950 |
| 37 | 36,500 | 78 | 32,000 | 119 | 25,750 |
| 38 | 36,354 | 79 | 32,000 | 120 | 24,300 |
| 39 | 36,228 | 80 | 31,800 | 121 | 22,958 |
| 40 | 36,180 | 81 | 31,781 | 122 | 21,737 |
| 41 | 36,000 | 82 | 31,700 | 123 | 18,000 |
| | | | | AVERAGE | 34,132 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 48,000 | 40 | 33,180 | 79 | 28,500 |
| 2 | 45,500 | 41 | 33,000 | 80 | 28,450 |
| 3 | 45,200 | 42 | 33,000 | 81 | 28,080 |
| 4 | 44,000 | 43 | 32,652 | 82 | 28,000 |
| 5 | 44,000 | 44 | 32,480 | 83 | 27,700 |
| 6 | 42,000 | 45 | 32,300 | 84 | 27,610 |
| 7 | 41,500 | 46 | 32,063 | 85 | 27,300 |
| 8 | 40,639 | 47 | 32,032 | 86 | 27,132 |
| 9 | 40,568 | 48 | 31,900 | 87 | 27,000 |
| 10 | 40,000 | 49 | 31,900 | 88 | 27,000 |
| 11 | 40,000 | 50 | 31,400 | 89 | 27,000 |
| 12 | 39,660 | 51 | 31,185 | 90 | 26,781 |
| 13 | 39,408 | 52 | 31,000 | 91 | 26,500 |
| 14 | 39,254 | 53 | 30,804 | 92 | 26,448 |
| 15 | 38,750 | 54 | 30,700 | 93 | 25,880 |
| 16 | 38,695 | 55 | 30,303 | 94 | 25,500 |
| 17 | 38,340 | 56 | 30,300 | 95 | 25,500 |
| 18 | 38,078 | 57 | 30,085 | 96 | 25,000 |
| 19 | 38,004 | 58 | 30,000 | 97 | 24,750 |
| 20 | 37,900 | 59 | 30,000 | 98 | 24,750 |
| 21 | 37,785 | 60 | 30,000 | 99 | 24,500 |
| 22 | 37,600 | 61 | 30,000 | 100 | 24,250 |
| 23 | 37,550 | 62 | 30,000 | 101 | 24,042 |
| 24 | 37,500 | 63 | 30,000 | 102 | 24,000 |
| 25 | 37,500 | 64 | 30,000 | 103 | 23,940 |
| 26 | 36,744 | 65 | 29,900 | 104 | 23,800 |
| 27 | 36,467 | 66 | 29,797 | 105 | 23,426 |
| 28 | 36,455 | 67 | 29,700 | 106 | 23,391 |
| 29 | 36,000 | 68 | 29,680 | 107 | 23,127 |
| 30 | 36,000 | 69 | 29,650 | 108 | 23,050 |
| 31 | 36,000 | 70 | 29,382 | 109 | 22,796 |
| 32 | 35,900 | 71 | 29,360 | 110 | 22,450 |
| 33 | 35,000 | 72 | 29,305 | 111 | 22,320 |
| 34 | 35,000 | 73 | 29,200 | 112 | 22,025 |
| 35 | 34,392 | 74 | 29,150 | 113 | 21,276 |
| 36 | 34,300 | 75 | 29,000 | 114 | 21,000 |
| 37 | 34,140 | 76 | 29,000 | 115 | 20,004 |
| 38 | 33,924 | 77 | 28,728 | AVERAGE | 31,435 |
| 39 | 33,247 | 78 | 28,500 | | |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 39,500 | 38 | 27,267 | 75 | 23,910 |
| 2 | 37,500 | 39 | 27,000 | 76 | 23,218 |
| 3 | 37,500 | 40 | 26,800 | 77 | 23,100 |
| 4 | 37,304 | 41 | 26,304 | 78 | 23,000 |
| 5 | 36,800 | 42 | 26,280 | 79 | 22,500 |
| 6 | 34,020 | 43 | 26,025 | 80 | 22,000 |
| 7 | 33,099 | 44 | 25,850 | 81 | 21,850 |
| 8 | 33,000 | 45 | 25,750 | 82 | 21,462 |
| 9 | 32,900 | 46 | 25,720 | 83 | 21,300 |
| 10 | 32,800 | 47 | 25,692 | 84 | 21,200 |
| 11 | 32,715 | 48 | 25,692 | 85 | 21,200 |
| 12 | 32,164 | 49 | 25,692 | 86 | 21,158 |
| 13 | 31,896 | 50 | 25,680 | 87 | 21,000 |
| 14 | 31,716 | 51 | 25,600 | 88 | 21,000 |
| 15 | 31,150 | 52 | 25,590 | 89 | 21,000 |
| 16 | 31,000 | 53 | 25,440 | 90 | 20,970 |
| 17 | 31,000 | 54 | 25,404 | 91 | 20,820 |
| 18 | 31,000 | 55 | 25,200 | 92 | 20,724 |
| 19 | 30,800 | 56 | 25,150 | 93 | 20,500 |
| 20 | 30,500 | 57 | 25,110 | 94 | 20,417 |
| 21 | 30,313 | 58 | 25,036 | 95 | 20,410 |
| 22 | 30,061 | 59 | 25,000 | 96 | 20,000 |
| 23 | 29,971 | 60 | 25,000 | 97 | 19,880 |
| 24 | 29,755 | 61 | 24,913 | 98 | 19,822 |
| 25 | 29,460 | 62 | 24,900 | 99 | 19,800 |
| 26 | 29,244 | 63 | 24,735 | 100 | 19,712 |
| 27 | 29,200 | 64 | 24,500 | 101 | 19,500 |
| 28 | 29,100 | 65 | 24,295 | 102 | 19,400 |
| 29 | 29,000 | 66 | 24,175 | 103 | 18,957 |
| 30 | 28,500 | 67 | 24,120 | 104 | 18,450 |
| 31 | 28,400 | 68 | 24,000 | 105 | 18,000 |
| 32 | 28,400 | 69 | 24,000 | 106 | 17,600 |
| 33 | 28,200 | 70 | 23,500 | 107 | 16,360 |
| 34 | 28,060 | 71 | 23,500 | 108 | 16,000 |
| 35 | 27,800 | 72 | 23,400 | 109 | 15,000 |
| 36 | 27,600 | 73 | 23,400 | 110 | 14,892 |
| 37 | 27,300 | 74 | 23,400 | AVERAGE | 25,564 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 49,100 |
| 2 | 45,475 |
| 3 | 44,593 |
| 4 | 44,198 |
| 5 | 43,700 |
| 6 | 43,500 |
| 7 | 42,565 |
| 8 | 42,060 |
| 9 | 42,000 |
| 10 | 41,604 |
| 11 | 41,565 |
| 12 | 41,500 |
| 13 | 41,000 |
| 14 | 40,700 |
| 15 | 40,560 |
| 16 | 40,500 |
| 17 | 40,100 |
| 18 | 40,020 |
| 19 | 39,000 |
| 20 | 38,000 |
| 21 | 37,750 |
| 22 | 37,480 |
| 23 | 35,800 |
| 24 | 34,850 |
| 25 | 34,800 |
| 26 | 34,500 |
| 27 | 34,400 |
| 28 | 33,700 |
| 29 | 33,700 |
| 30 | 31,600 |
| 31 | 33,516 |
| 32 | 32,850 |
| 33 | 30,777 |
| 34 | 27,750 |
| AVERAGE | 38,745 |

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES
IN FIFTY STATES

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY | RANK | SALARY | RANK | SALARY |
|---|---|---|---|---|---|
| 1 | 38,000 | 34 | 25,404 | 67 | 20,000 |
| 2 | 37,000 | 35 | 25,300 | 68 | 20,000 |
| 3 | 36,500 | 36 | 25,000 | 69 | 19,678 |
| 4 | 36,000 | 37 | 24,879 | 70 | 19,562 |
| 5 | 35,200 | 38 | 24,255 | 71 | 19,500 |
| 6 | 33,709 | 39 | 23,925 | 72 | 19,392 |
| 7 | 32,475 | 40 | 23,600 | 73 | 19,986 |
| 8 | 32,360 | 41 | 23,250 | 74 | 18,720 |
| 9 | 32,360 | 42 | 23,026 | 75 | 18,684 |
| 10 | 31,000 | 43 | 23,000 | 76 | 18,540 |
| 11 | 31,000 | 44 | 22,900 | 77 | 18,150 |
| 12 | 30,400 | 45 | 22,800 | 78 | 18,088 |
| 13 | 30,300 | 46 | 22,800 | 79 | 18,000 |
| 14 | 30,200 | 47 | 22,781 | 80 | 18,000 |
| 15 | 28,800 | 48 | 22,500 | 81 | 18,000 |
| 16 | 28,760 | 49 | 22,500 | 82 | 18,000 |
| 17 | 28,680 | 50 | 22,500 | 83 | 18,000 |
| 18 | 28,680 | 51 | 22,500 | 84 | 18,000 |
| 19 | 28,400 | 52 | 22,200 | 85 | 17,850 |
| 20 | 28,300 | 53 | 22,000 | 86 | 17,500 |
| 21 | 28,134 | 54 | 22,000 | 87 | 17,110 |
| 22 | 27,912 | 55 | 22,000 | 88 | 17,000 |
| 23 | 27,024 | 56 | 21,446 | 89 | 16,500 |
| 24 | 27,000 | 57 | 21,420 | 90 | 16,500 |
| 25 | 26,669 | 58 | 21,400 | 91 | 16,124 |
| 26 | 26,648 | 59 | 21,108 | 92 | 15,900 |
| 27 | 26,385 | 60 | 20,947 | 93 | 15,000 |
| 28 | 26,100 | 61 | 20,628 | 94 | 15,000 |
| 29 | 26,448 | 62 | 20,500 | 95 | 13,329 |
| 30 | 26,076 | 63 | 20,500 | 96 | 11,022 |
| 31 | 26,030 | 64 | 20,400 | | |
| 32 | 29,936 | 65 | 20,139 | AVERAGE | 23,436 |
| 33 | 25,500 | 66 | 20,000 | | |

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee. The twenty-five participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University
University of Alabama at Birmingham
University of Alabama at Huntsville
University of Alabama at University
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

| RANK | SALARY |
|---|---|
| 1 | 60,000 |
| 2 | 54,100 |
| 3 | 52,500 |
| 4 | 49,500 |
| 5 | 46,724 |
| AVERAGE | 52,565 |

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 71,900 |
| 2 | 58,000 |
| 3 | 57,000 |
| 4 | 54,728 |
| 5 | 54,700 |
| 6 | 53,048 |
| 7 | 52,500 |
| 8 | 50,000 |
| 9 | 49,500 |
| 10 | 48,400 |
| 11 | 48,168 |
| 12 | 48,168 |
| 13 | 48,165 |
| 14 | 46,724 |
| 15 | 45,400 |
| 16 | 45,000 |
| 17 | 41,000 |
| 18 | 38,600 |
| 19 | 38,500 |
| AVERAGE | 50,037 |

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 52,000 |
| 2 | 50,000 |
| 3 | 49,000 |
| 4 | 48,092 |
| 5 | 46,000 |
| 6 | 45,000 |
| 7 | 45,000 |
| 8 | 45,000 |
| 9 | 44,000 |
| 10 | 44,000 |
| 11 | 43,700 |
| 12 | 42,000 |
| 13 | 41,409 |
| 14 | 41,000 |
| 15 | 41,000 |
| 16 | 40,500 |
| 17 | 40,000 |
| 18 | 38,600 |
| 19 | 38,000 |
| 20 | 37,200 |
| 21 | 36,000 |
| 22 | 35,360 |
| AVERAGE | 42,857 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

ACADEMIC OFFICERS:
PROVOST

| RANK | SALARY |
|---|---|
| 1 | 48,000 |
| 2 | 45,000 |
| 3 | 42,334 |
| 4 | 39,497 |
| AVERAGE | 42,208 |

ACADEMIC OFFICERS:
DEAN OF FACULTIES OR INSTRUCTION

| RANK | SALARY |
|---|---|
| 1 | 39,274 |
| 2 | 37,250 |
| 3 | 37,000 |
| AVERAGE | 37,841 |

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 46,200 |
| 2 | 46,000 |
| 3 | 45,600 |
| 4 | 44,000 |
| 5 | 44,000 |
| 6 | 41,400 |
| 7 | 41,000 |
| 8 | 40,800 |
| 9 | 40,000 |
| 10 | 38,500 |
| 11 | 38,040 |
| 12 | 38,000 |
| 13 | 38,000 |
| 14 | 37,500 |
| 15 | 37,000 |
| 16 | 36,379 |
| 17 | 35,900 |
| 18 | 33,496 |
| AVERAGE | 40,168 |

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 41,900 |
| 2 | 37,100 |
| 3 | 34,980 |
| 4 | 32,900 |
| 5 | 31,000 |
| 6 | 30,800 |
| 7 | 30,000 |
| 8 | 30,000 |
| 9 | 29,430 |
| 10 | 28,900 |
| 11 | 25,918 |
| 12 | 25,253 |
| 13 | 24,255 |
| 14 | 23,904 |
| 15 | 20,986 |
| AVERAGE | 29,796 |

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 38,040 |
| 2 | 30,000 |
| 3 | 29,755 |
| 4 | 26,480 |
| 5 | 23,340 |
| AVERAGE | 29,523 |

BUSINESS OR FISCAL OFFICERS:
TREASURER

| RANK | SALARY |
|---|---|
| 1 | 38,040 |
| 2 | 31,000 |
| 3 | 25,599 |
| AVERAGE | 31,546 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 33,000 |
| 2 | 32,436 |
| 3 | 32,000 |
| 4 | 31,000 |
| 5 | 30,639 |
| 6 | 30,000 |
| 7 | 30,000 |
| 8 | 29,700 |
| 9 | 26,960 |
| 10 | 26,052 |
| 11 | 26,050 |
| 12 | 25,946 |
| 13 | 25,100 |
| 14 | 24,000 |
| 15 | 19,274 |
| 16 | 14,000 |
| AVERAGE | 27,966 |

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 41,654 |
| 2 | 40,520 |
| 3 | 40,500 |
| 4 | 40,500 |
| 5 | 39,500 |
| 6 | 39,500 |
| 7 | 39,300 |
| 8 | 39,240 |
| 9 | 38,000 |
| 10 | 37,462 |
| 11 | 37,000 |
| 12 | 35,693 |
| 13 | 35,000 |
| 14 | 34,500 |
| 15 | 31,124 |
| 16 | 30,250 |
| AVERAGE | 37,484 |

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 34,150 |
| 2 | 33,343 |
| 3 | 33,300 |
| 4 | 32,547 |
| 5 | 32,040 |
| 6 | 30,500 |
| 7 | 29,486 |
| 8 | 29,000 |
| 9 | 28,760 |
| 10 | 26,750 |
| 11 | 26,400 |
| 12 | 26,009 |
| 13 | 25,000 |
| 14 | 25,000 |
| 15 | 24,867 |
| 16 | 24,541 |
| 17 | 24,000 |
| AVERAGE | 28,570 |

STUDENT AFFAIRS OFFICERS:
DEAN OF WOMEN

| RANK | SALARY |
|---|---|
| 1 | 31,680 |
| 2 | 25,781 |
| 3 | 22,441 |
| 4 | 18,540 |
| 5 | 18,078 |
| AVERAGE | 23,304 |

STUDENT AFFAIRS OFFICERS:
DEAN OF MEN

| RANK | SALARY |
|---|---|
| 1 | 24,210 |
| 2 | 22,441 |
| 3 | 15,000 |
| AVERAGE | 20,550 |

ADMINISTRATIVE
OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 49,710 |
| 2 | 48,000 |
| 3 | 47,500 |
| 4 | 38,500 |
| 5 | 38,000 |
| 6 | 36,874 |
| AVERAGE | 43,097 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 52,800 |
| 2 | 46,000 |
| 3 | 40,800 |
| 4 | 40,150 |
| 5 | 39,333 |
| 6 | 39,000 |
| 7 | 38,000 |
| 8 | 37,000 |
| 9 | 37,000 |
| 10 | 31,124 |
| AVERAGE | 40,121 |

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 40,500 |
| 3 | 39,600 |
| 4 | 35,000 |
| 5 | 25,418 |
| AVERAGE | 37,304 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 39,130 |
| 2 | 38,480 |
| 3 | 36,000 |
| 4 | 31,680 |
| 5 | 31,500 |
| 6 | 30,000 |
| 7 | 29,500 |
| 8 | 28,500 |
| 9 | 28,000 |
| 10 | 24,610 |
| 11 | 23,800 |
| 12 | 23,175 |
| 13 | 21,760 |
| 14 | 19,400 |
| AVERAGE | 28,995 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 33,000 |
| 2 | 32,600 |
| 3 | 31,500 |
| 4 | 29,450 |
| 5 | 29,000 |
| 6 | 26,458 |
| 7 | 26,423 |
| 8 | 26,300 |
| 9 | 24,922 |
| 10 | 22,551 |
| 11 | 22,000 |
| 12 | 21,600 |
| 13 | 20,890 |
| 14 | 20,390 |
| 15 | 19,425 |
| 16 | 19,290 |
| 17 | 15,226 |
| 18 | 14,545 |
| AVERAGE | 24,192 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 43,000 |
| 2 | 38,000 |
| 3 | 35,040 |
| 4 | 21,075 |
| AVERAGE | 34,279 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

| RANK | SALARY |
|---|---|
| 1 | 39,500 |
| 2 | 37,431 |
| 3 | 35,000 |
| AVERAGE | 37,310 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

| RANK | SALARY |
|---|---|
| 1 | 39,000 |
| 2 | 32,984 |
| 3 | 30,378 |
| 4 | 30,000 |
| 5 | 28,682 |
| 6 | 27,750 |
| 7 | 26,000 |
| 8 | 25,965 |
| 9 | 21,800 |
| 10 | 12,958 |
| AVERAGE | 27,490 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 43,000 |
| 3 | 41,000 |
| 4 | 40,700 |
| 5 | 37,700 |
| 6 | 35,533 |
| 7 | 34,000 |
| 8 | 30,000 |
| AVERAGE | 38,492 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 35,277 |
| 2 | 34,000 |
| 3 | 33,960 |
| 4 | 33,683 |
| 5 | 31,500 |
| 6 | 30,000 |
| 7 | 28,619 |
| 8 | 28,500 |
| 9 | 27,750 |
| 10 | 27,000 |
| 11 | 26,645 |
| 12 | 26,300 |
| 13 | 23,940 |
| 14 | 22,360 |
| 15 | 20,342 |
| AVERAGE | 28,659 |

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 51,000 |
| 2 | 47,000 |
| 3 | 45,000 |
| 4 | 42,500 |
| 5 | 41,610 |
| 6 | 40,500 |
| 7 | 39,000 |
| 8 | 38,000 |
| 9 | 34,185 |
| 10 | 28,383 |
| AVERAGE | 40,716 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 36,025 |
| 2 | 36,000 |
| 3 | 35,270 |
| 4 | 34,000 |
| 5 | 31,900 |
| 6 | 30,000 |
| 7 | 29,600 |
| 8 | 29,511 |
| 9 | 29,403 |
| 10 | 28,500 |
| 11 | 28,000 |
| 12 | 26,200 |
| 13 | 24,552 |
| 14 | 24,000 |
| 15 | 23,320 |
| 16 | 23,026 |
| 17 | 18,150 |
| AVERAGE | 28,674 |

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 39,700 |
| 2 | 36,900 |
| 3 | 35,700 |
| 4 | 34,600 |
| 5 | 34,325 |
| 6 | 33,966 |
| 7 | 33,100 |
| 8 | 32,900 |
| 9 | 29,129 |
| 10 | 29,000 |
| 11 | 23,118 |
| 12 | 23,026 |
| 13 | 23,000 |
| 14 | 22,804 |
| AVERAGE | 30,776 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 45,000 |
| 2 | 44,730 |
| 3 | 43,000 |
| 4 | 43,000 |
| 5 | 43,000 |
| 6 | 42,300 |
| 7 | 41,900 |
| 8 | 41,000 |
| 9 | 40,000 |
| 10 | 39,000 |
| 11 | 38,700 |
| 12 | 38,400 |
| 13 | 38,213 |
| 14 | 37,650 |
| 15 | 36,000 |
| 16 | 33,161 |
| 17 | 32,967 |
| AVERAGE | 39,891 |

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

| RANK | SALARY |
|---|---|
| 1 | 43,200 |
| 2 | 41,220 |
| 3 | 39,600 |
| 4 | 39,500 |
| 5 | 38,280 |
| 6 | 37,300 |
| 7 | 35,000 |
| 8 | 34,700 |
| 9 | 32,500 |
| AVERAGE | 37,922 |

DEANS (DIRECTORS): AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 47,600 |
| 2 | 45,700 |
| 3 | 42,400 |
| 4 | 42,300 |
| 5 | 40,700 |
| 6 | 39,530 |
| 7 | 38,500 |
| 8 | 37,000 |
| AVERAGE | 41,716 |

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 52,675 |
| 2 | 49,000 |
| 3 | 48,000 |
| 4 | 46,700 |
| 5 | 46,100 |
| 6 | 45,200 |
| 7 | 44,600 |
| 8 | 41,000 |
| 9 | 40,820 |
| 10 | 40,635 |
| 11 | 40,020 |
| 12 | 39,000 |
| 13 | 38,800 |
| 14 | 38,500 |
| 15 | 38,000 |
| 16 | 37,500 |
| 17 | 36,900 |
| 18 | 36,000 |
| 19 | 35,767 |
| 20 | 34,662 |
| 21 | 34,000 |
| 22 | 32,640 |
| 23 | 32,100 |
| AVERAGE | 40,314 |

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 39,000 |
| 2 | 38,450 |
| 3 | 37,250 |
| 4 | 36,000 |
| 5 | 32,300 |
| 6 | 32,200 |
| 7 | 30,660 |
| 8 | 30,240 |
| 9 | 29,981 |
| 10 | 29,000 |
| 11 | 27,300 |
| 12 | 26,000 |
| 13 | 26,000 |
| 14 | 23,500 |
| 15 | 23,500 |
| 16 | 22,411 |
| AVERAGE | 30,187 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 48,300 |
| 2 | 47,400 |
| 3 | 44,000 |
| 4 | 43,200 |
| 5 | 40,000 |
| 6 | 40,000 |
| 7 | 39,800 |
| 8 | 39,500 |
| 9 | 38,737 |
| 10 | 38,500 |
| 11 | 38,200 |
| 12 | 38,000 |
| 13 | 37,895 |
| 14 | 37,500 |
| 15 | 37,000 |
| 16 | 36,984 |
| 17 | 36,000 |
| 18 | 35,319 |
| 19 | 35,000 |
| 20 | 34,000 |
| 21 | 33,986 |
| 22 | 32,640 |
| 23 | 32,582 |
| AVERAGE | 39,437 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 48,700 |
| 2 | 46,100 |
| 3 | 44,600 |
| 4 | 44,000 |
| 5 | 43,500 |
| 6 | 42,500 |
| 7 | 42,000 |
| 8 | 41,300 |
| 9 | 41,000 |
| 10 | 40,700 |
| 11 | 39,530 |
| 12 | 39,058 |
| 13 | 38,000 |
| 14 | 38,000 |
| 15 | 37,883 |
| 16 | 34,865 |
| 17 | 32,768 |
| AVERAGE | 40,736 |

DEANS (DIRECTORS): FINE ARTS

| RANK | SALARY |
|---|---|
| 1 | 41,220 |
| 2 | 39,600 |
| 3 | 36,000 |
| 4 | 33,700 |
| 5 | 30,000 |
| 6 | 28,000 |
| 7 | 21,800 |
| AVERAGE | 32,903 |

DEANS (DIRECTORS): FORESTRY

| RANK | SALARY |
|---|---|
| 1 | 43,300 |
| 2 | 42,000 |
| 3 | 38,000 |
| 4 | 37,000 |
| 5 | 34,500 |
| 6 | 34,400 |
| AVERAGE | 38,200 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 49,500 |
| 2 | 48,300 |
| 3 | 45,200 |
| 4 | 42,500 |
| 5 | 42,135 |
| 6 | 40,300 |
| 7 | 40,200 |
| 8 | 40,020 |
| 9 | 39,994 |
| 10 | 39,387 |
| 11 | 39,274 |
| 12 | 38,800 |
| 13 | 38,400 |
| 14 | 36,150 |
| 15 | 36,000 |
| 16 | 35,277 |
| 17 | 34,100 |
| 18 | 33,000 |
| 19 | 32,823 |
| 20 | 32,640 |
| 21 | 31,890 |
| 22 | 31,697 |
| AVERAGE | 38,529 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 40,650 |
| 2 | 38,200 |
| 3 | 37,500 |
| 4 | 37,400 |
| 5 | 35,580 |
| 6 | 34,200 |
| 7 | 32,000 |
| 8 | 32,000 |
| 9 | 24,532 |
| AVERAGE | 34,674 |

DEANS (DIRECTORS): HUMANITIES

| RANK | SALARY |
|---|---|
| 1 | 44,300 |
| 2 | 41,500 |
| 3 | 39,135 |
| 4 | 37,450 |
| 5 | 35,508 |
| AVERAGE | 39,979 |

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

| RANK | SALARY |
|---|---|
| 1 | 39,600 |
| 2 | 39,900 |
| 3 | 38,900 |
| 4 | 37,800 |
| 5 | 37,500 |
| 6 | 35,623 |
| 7 | 35,600 |
| 8 | 31,100 |
| 9 | 23,597 |
| AVERAGE | 33,364 |

DEANS (DIRECTORS): LAW

| RANK | SALARY |
|---|---|
| 1 | 56,500 |
| 2 | 49,500 |
| 3 | 48,000 |
| 4 | 46,000 |
| 5 | 46,000 |
| 6 | 45,000 |
| 7 | 45,000 |
| 8 | 44,000 |
| 9 | 42,000 |
| 10 | 41,640 |
| 11 | 34,420 |
| AVERAGE | 45,279 |

DEANS (DIRECTORS): LIBERAL ARTS

| RANK | SALARY |
|---|---|
| 1 | 41,500 |
| 2 | 36,108 |
| 3 | 35,768 |
| 4 | 34,500 |
| 5 | 33,884 |
| AVERAGE | 36,352 |

DEANS (DIRECTORS): LIBRARY SCIENCE

| RANK | SALARY |
|---|---|
| 1 | 41,000 |
| 2 | 34,500 |
| 3 | 34,100 |
| 4 | 33,600 |
| 5 | 31,800 |
| 6 | 30,000 |
| 7 | 29,120 |
| 8 | 28,000 |
| 9 | 25,980 |
| AVERAGE | 32,031 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 48,900 |
| 2 | 41,000 |
| 3 | 40,697 |
| 4 | 40,200 |
| 5 | 38,200 |
| 6 | 34,726 |
| 7 | 34,600 |
| 8 | 34,500 |
| 9 | 34,300 |
| 10 | 34,000 |
| 11 | 31,500 |
| 12 | 24,558 |
| 13 | 24,442 |
| AVERAGE | 35,460 |

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

| RANK | SALARY |
|---|---|
| 1 | 39,213 |
| 2 | 37,000 |
| 3 | 34,900 |
| 4 | 33,884 |
| AVERAGE | 35,999 |

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 46,100 |
| 2 | 44,300 |
| 3 | 41,000 |
| 4 | 39,135 |
| 5 | 37,500 |
| 6 | 37,000 |
| AVERAGE | 40,839 |

DEANS (DIRECTORS): SOCIAL WORK

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 40,000 |
| 3 | 39,500 |
| 4 | 38,500 |
| 5 | 37,683 |
| 6 | 37,400 |
| 7 | 36,000 |
| 8 | 31,200 |
| 9 | 27,000 |
| AVERAGE | 36,665 |

DEANS (DIRECTORS): PHARMACY

| RANK | SALARY |
|---|---|
| 1 | 53,000 |
| 2 | 48,825 |
| 3 | 42,000 |
| 4 | 41,200 |
| 5 | 39,976 |
| 6 | 38,000 |
| 7 | 32,995 |
| AVERAGE | 42,285 |

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

| RANK | SALARY |
|---|---|
| 1 | 43,000 |
| 2 | 37,250 |
| 3 | 36,500 |
| 4 | 31,800 |
| 5 | 30,650 |
| AVERAGE | 35,840 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 36,675 |
| 2 | 35,000 |
| 3 | 34,900 |
| 4 | 31,124 |
| 5 | 30,200 |
| 6 | 29,300 |
| 7 | 28,375 |
| 8 | 27,300 |
| 9 | 25,988 |
| 10 | 25,300 |
| 11 | 21,424 |
| AVERAGE | 29,562 |

DEANS (DIRECTORS): MUSIC

| RANK | SALARY |
|---|---|
| 1 | 39,000 |
| 2 | 39,000 |
| 3 | 37,900 |
| AVERAGE | 38,500 |

DEANS (DIRECTORS): VETERINARY MEDICINE

| RANK | SALARY |
|---|---|
| 1 | 50,546 |
| 2 | 49,000 |
| 3 | 49,000 |
| 4 | 42,000 |
| AVERAGE | 45,637 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 31,900 |
| 2 | 31,400 |
| 3 | 30,000 |
| 4 | 29,600 |
| 5 | 29,200 |
| 6 | 29,017 |
| 7 | 28,500 |
| 8 | 28,000 |
| 9 | 27,800 |
| 10 | 27,507 |
| 11 | 26,900 |
| 12 | 26,355 |
| 13 | 25,406 |
| 14 | 23,804 |
| 15 | 22,860 |
| 16 | 22,300 |
| 17 | 22,000 |
| 18 | 22,000 |
| 19 | 21,800 |
| 20 | 21,012 |
| 21 | 19,868 |
| 22 | 18,000 |
| 23 | 16,650 |
| AVERAGE | 25,284 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 41,000 |
| 2 | 39,900 |
| 3 | 36,900 |
| 4 | 36,180 |
| 5 | 35,200 |
| 6 | 35,050 |
| 7 | 35,000 |
| 8 | 35,000 |
| 9 | 34,800 |
| 10 | 34,600 |
| 11 | 33,072 |
| 12 | 33,000 |
| 13 | 32,600 |
| 14 | 32,500 |
| 15 | 31,691 |
| 16 | 31,376 |
| 17 | 30,600 |
| 18 | 29,697 |
| 19 | 29,650 |
| 20 | 28,000 |
| 21 | 27,000 |
| 22 | 27,000 |
| 23 | 26,986 |
| 24 | 21,737 |
| 25 | 18,000 |
| AVERAGE | 31,836 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 40,000 |
| 3 | 37,500 |
| 4 | 36,744 |
| 5 | 36,455 |
| 6 | 36,000 |
| 7 | 35,000 |
| 8 | 35,000 |
| 9 | 34,140 |
| 10 | 33,000 |
| 11 | 32,063 |
| 12 | 31,185 |
| 13 | 30,085 |
| 14 | 30,000 |
| 15 | 29,200 |
| 16 | 29,000 |
| 17 | 28,728 |
| 18 | 27,000 |
| 19 | 26,781 |
| 20 | 24,750 |
| 21 | 23,900 |
| 22 | 23,426 |
| 23 | 21,276 |
| 24 | 21,000 |
| AVERAGE | 31,006 |

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 36,800 |
| 2 | 33,000 |
| 3 | 30,500 |
| 4 | 30,313 |
| 5 | 29,755 |
| 6 | 29,244 |
| 7 | 28,500 |
| 8 | 27,600 |
| 9 | 27,267 |
| 10 | 26,800 |
| 11 | 25,600 |
| 12 | 25,440 |
| 13 | 24,000 |
| 14 | 24,255 |
| 15 | 23,500 |
| 16 | 23,310 |
| 17 | 22,000 |
| 18 | 21,000 |
| 19 | 20,724 |
| 20 | 20,410 |
| 21 | 19,712 |
| 22 | 17,600 |
| AVERAGE | 25,833 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 44,198 |
| 2 | 40,700 |
| 3 | 40,500 |
| 4 | 40,020 |
| 5 | 39,000 |
| 6 | 37,750 |
| AVERAGE | 40,361 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 38,000 |
| 2 | 36,900 |
| 3 | 29,200 |
| 4 | 30,200 |
| 5 | 28,300 |
| 6 | 24,255 |
| 7 | 23,925 |
| 8 | 23,026 |
| 9 | 22,000 |
| 10 | 20,947 |
| 11 | 19,000 |
| 12 | 17,110 |
| 13 | 16,124 |
| AVERAGE | 25,661 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

The Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont. The seven participating universities from this region are as follows:

University of Connecticut
University of Lowell
University of Maine
University of Massachusetts
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 52,000 |
| 2 | 49,850 |
| 3 | 46,000 |
| 4 | 44,443 |
| 5 | 41,270 |
| 6 | 39,000 |
| AVERAGE | 45,427 |

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 43,600 |
| 3 | 43,500 |
| 4 | 41,500 |
| 5 | 38,850 |
| 6 | 35,100 |
| 7 | 35,000 |
| AVERAGE | 40,507 |

ACADEMIC OFFICERS: PROVOST

| RANK | SALARY |
|---|---|
| 1 | 43,500 |
| 2 | 43,500 |
| 3 | 35,100 |
| AVERAGE | 40,700 |

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 45,000 |
| 2 | 40,800 |
| 3 | 39,000 |
| 4 | 37,383 |
| 5 | 33,000 |
| 6 | 32,500 |
| AVERAGE | 37,781 |

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 23,766 |
| 2 | 23,000 |
| 3 | 19,200 |
| AVERAGE | 21,989 |

BUSINESS OR FISCAL OFFICERS: CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 36,000 |
| 2 | 29,805 |
| 3 | 28,300 |
| 4 | 25,500 |
| 5 | 25,350 |
| AVERAGE | 28,791 |

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 28,850 |
| 2 | 26,600 |
| 3 | 24,200 |
| AVERAGE | 26,550 |

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 41,500 |
| 2 | 38,850 |
| 3 | 34,500 |
| 4 | 34,297 |
| 5 | 30,100 |
| AVERAGE | 35,849 |

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 31,418 |
| 2 | 30,100 |
| 3 | 29,100 |
| 4 | 27,500 |
| 5 | 27,400 |
| 6 | 27,138 |
| 7 | 23,870 |
| AVERAGE | 28,075 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 32,166 |
| 2 | 29,000 |
| 3 | 26,700 |
| 4 | 24,600 |
| 5 | 24,500 |
| 6 | 23,920 |
| 7 | 20,000 |
| AVERAGE | 25,769 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 26,590 |
| 2 | 24,500 |
| 3 | 22,346 |
| 4 | 22,018 |
| 5 | 18,000 |
| 6 | 15,340 |
| AVERAGE | 21,466 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 30,800 |
| 2 | 28,500 |
| 3 | 28,192 |
| 4 | 25,750 |
| 5 | 25,000 |
| AVERAGE | 27,648 |

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 34,000 |
| 2 | 28,976 |
| 3 | 25,897 |
| 4 | 22,293 |
| 5 | 20,099 |
| 6 | 20,000 |
| AVERAGE | 25,211 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 34,000 |
| 2 | 30,600 |
| 3 | 22,000 |
| 4 | 19,200 |
| 5 | 16,500 |
| AVERAGE | 24,460 |

DEANS (DIRECTORS):
ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 42,200 |
| 2 | 41,000 |
| 3 | 39,500 |
| 4 | 34,900 |
| AVERAGE | 39,300 |

DEANS (DIRECTORS):
AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 40,300 |
| 3 | 39,500 |
| 4 | 34,411 |
| 5 | 34,400 |
| 6 | 30,500 |
| AVERAGE | 36,185 |

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 43,200 |
| 2 | 43,200 |
| 3 | 35,000 |
| 4 | 34,411 |
| 5 | 32,397 |
| 6 | 31,300 |
| AVERAGE | 36,585 |

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 31,000 |
| 2 | 28,753 |
| 3 | 28,200 |
| 4 | 27,250 |
| 5 | 27,000 |
| 6 | 24,600 |
| 7 | 23,800 |
| AVERAGE | 27,229 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 34,411 |
| 3 | 33,500 |
| AVERAGE | 36,637 |

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 36,000 |
| 2 | 34,411 |
| 3 | 34,000 |
| 4 | 33,113 |
| AVERAGE | 34,381 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 46,200 |
| 2 | 42,850 |
| 3 | 38,900 |
| 4 | 35,400 |
| 5 | 33,200 |
| 6 | 31,404 |
| 7 | 30,000 |
| AVERAGE | 36,921 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 38,500 |
| 2 | 35,000 |
| 3 | 34,411 |
| 4 | 33,409 |
| 5 | 32,300 |
| 6 | 30,850 |
| AVERAGE | 34,077 |

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 38,800 |
| 2 | 31,200 |
| 3 | 30,144 |
| 4 | 28,600 |
| 5 | 27,250 |
| AVERAGE | 31,199 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 38,200 |
| 2 | 33,900 |
| 3 | 33,800 |
| 4 | 31,791 |
| 5 | 22,983 |
| AVERAGE | 32,035 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 25,829 |
| 2 | 24,850 |
| 3 | 23,981 |
| 4 | 22,932 |
| 5 | 20,800 |
| 6 | 20,200 |
| 7 | 20,200 |
| AVERAGE | 22,684 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 43,600 |
| 2 | 31,700 |
| 3 | 31,300 |
| 4 | 31,000 |
| 5 | 30,600 |
| 6 | 30,429 |
| 7 | 24,300 |
| AVERAGE | 31,847 |

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 37,785 |
| 2 | 34,392 |
| 3 | 30,700 |
| 4 | 30,300 |
| 5 | 29,797 |
| 6 | 29,300 |
| AVERAGE | 32,046 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 25,850 |
| 2 | 21,462 |
| 3 | 21,300 |
| 4 | 21,200 |
| 5 | 21,000 |
| 6 | 19,800 |
| AVERAGE | 21,769 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 34,500 |
| 2 | 34,400 |
| 3 | 32,850 |
| 4 | 30,777 |
| AVERAGE | 33,132 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 32,900 |
| 2 | 22,800 |
| 3 | 22,781 |
| 4 | 21,446 |
| 5 | 20,500 |
| 6 | 20,139 |
| AVERAGE | 21,761 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin. The twenty-three participating universities from this region are as follows:

Ball State University
Bowling Green State University
Cleveland State University
Illinois State University
Indiana State University
Indiana University
Miami University
Michigan State University
Northern Illinois University
Ohio University
Purdue University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago Circle
University of Michigan
University of Minnesota
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

| RANK | SALARY |
|---|---|
| 1 | 73,640 |
| 2 | 66,000 |
| 3 | 66,000 |
| 4 | 64,000 |
| 5 | 57,876 |
| 6 | 52,000 |
| 7 | 49,744 |
| 8 | 48,000 |
| AVERAGE | 59,533 |

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 65,000 |
| 2 | 65,000 |
| 3 | 60,000 |
| 4 | 56,500 |
| 5 | 56,297 |
| 6 | 55,000 |
| 7 | 55,000 |
| 8 | 54,873 |
| 9 | 54,850 |
| 10 | 54,000 |
| 11 | 54,000 |
| 12 | 53,500 |
| 13 | 51,000 |
| 14 | 50,614 |
| 15 | 50,400 |
| 16 | 48,200 |
| 17 | 44,000 |
| AVERAGE | 54,602 |

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 60,000 |
| 2 | 53,000 |
| 3 | 52,900 |
| 4 | 52,800 |
| 5 | 51,000 |
| 6 | 50,000 |
| 7 | 49,800 |
| 8 | 47,904 |
| 9 | 46,350 |
| 10 | 46,000 |
| 11 | 44,500 |
| 12 | 43,172 |
| 13 | 43,000 |
| 14 | 43,000 |
| 15 | 42,000 |
| 16 | 39,500 |
| AVERAGE | 47,802 |

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 63,600 |
| 2 | 49,200 |
| 3 | 49,000 |
| 4 | 49,000 |
| 5 | 49,000 |
| 6 | 47,900 |
| 7 | 47,500 |
| 8 | 44,737 |
| 9 | 43,500 |
| 10 | 43,172 |
| 11 | 42,850 |
| 12 | 42,300 |
| 13 | 41,748 |
| 14 | 40,950 |
| 15 | 39,504 |
| 16 | 39,250 |
| 17 | 38,100 |
| 18 | 37,650 |
| 19 | 35,504 |
| AVERAGE | 44,419 |

ACADEMIC OFFICERS:
PROVOST

| RANK | SALARY |
|---|---|
| 1 | 53,000 |
| 2 | 43,476 |
| 3 | 42,850 |
| 4 | 42,800 |
| 5 | 41,940 |
| 6 | 41,600 |
| AVERAGE | 44,278 |

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 41,000 |
| 2 | 38,000 |
| 3 | 36,750 |
| 4 | 35,400 |
| 5 | 30,600 |
| 6 | 29,500 |
| 7 | 25,500 |
| AVERAGE | 33,821 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 40,000 |
| 2 | 40,000 |
| 3 | 40,000 |
| 4 | 38,000 |
| 5 | 35,700 |
| 6 | 34,936 |
| 7 | 34,260 |
| 8 | 34,200 |
| 9 | 33,400 |
| 10 | 30,432 |
| 11 | 29,168 |
| 12 | 29,000 |
| 13 | 29,000 |
| 14 | 27,900 |
| 15 | 27,300 |
| 16 | 26,780 |
| 17 | 25,200 |
| 18 | 22,600 |
| 19 | 20,475 |
| AVERAGE | 31,501 |

BUSINESS OR FISCAL OFFICERS:
TREASURER

| RANK | SALARY |
|---|---|
| 1 | 47,500 |
| 2 | 43,500 |
| 3 | 43,500 |
| 4 | 32,370 |
| 5 | 32,250 |
| 6 | 28,919 |
| AVERAGE | 37,940 |

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 41,000 |
| 2 | 40,500 |
| 3 | 40,500 |
| 4 | 35,196 |
| 5 | 34,200 |
| 6 | 33,792 |
| 7 | 30,444 |
| 8 | 30,000 |
| 9 | 30,000 |
| 10 | 29,200 |
| 11 | 28,100 |
| 12 | 26,000 |
| 13 | 25,655 |
| 14 | 25,008 |
| 15 | 24,960 |
| 16 | 16,700 |
| AVERAGE | 30,641 |

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 47,520 |
| 2 | 47,520 |
| 3 | 43,700 |
| 4 | 43,049 |
| 5 | 40,700 |
| 6 | 40,600 |
| 7 | 40,500 |
| 8 | 39,500 |
| 9 | 39,000 |
| 10 | 38,500 |
| 11 | 36,790 |
| 12 | 36,400 |
| 13 | 36,180 |
| 14 | 36,000 |
| 15 | 35,935 |
| 16 | 35,820 |
| 17 | 35,179 |
| 18 | 33,204 |
| 19 | 33,000 |
| 20 | 33,000 |
| AVERAGE | 38,603 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 36,000 |
| 2 | 33,200 |
| 3 | 33,000 |
| 4 | 32,600 |
| 5 | 32,200 |
| 6 | 31,600 |
| 7 | 28,476 |
| 8 | 28,150 |
| 9 | 27,636 |
| 10 | 26,714 |
| 11 | 25,442 |
| 12 | 24,990 |
| 13 | 24,400 |
| 14 | 23,900 |
| AVERAGE | 29,098 |

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 54,750 |
| 2 | 51,000 |
| 3 | 46,000 |
| 4 | 41,000 |
| AVERAGE | 48,188 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 46,700 |
| 2 | 38,500 |
| 3 | 37,100 |
| 4 | 35,024 |
| 5 | 34,654 |
| 6 | 34,500 |
| 7 | 34,500 |
| 8 | 33,600 |
| 9 | 32,400 |
| 10 | 30,450 |
| 11 | 28,300 |
| 12 | 25,446 |
| 13 | 24,500 |
| 14 | 18,250 |
| AVERAGE | 32,423 |

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

| RANK | SALARY |
|---|---|
| 1 | 42,250 |
| 2 | 38,790 |
| 3 | 37,280 |
| 4 | 37,030 |
| 5 | 34,920 |
| AVERAGE | 38,090 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 48,500 |
| 2 | 48,500 |
| 3 | 46,000 |
| 4 | 44,179 |
| 5 | 37,300 |
| 6 | 35,740 |
| AVERAGE | 43,370 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 51,800 |
| 2 | 51,800 |
| 3 | 45,600 |
| 4 | 43,000 |
| 5 | 40,000 |
| 6 | 39,000 |
| 7 | 37,440 |
| 8 | 37,250 |
| 9 | 35,750 |
| AVERAGE | 42,404 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 36,500 |
| 2 | 32,220 |
| 3 | 30,574 |
| 4 | 30,500 |
| 5 | 29,900 |
| 6 | 29,200 |
| 7 | 28,524 |
| 8 | 26,980 |
| 9 | 26,000 |
| 10 | 25,000 |
| 11 | 24,500 |
| 12 | 24,200 |
| 13 | 24,050 |
| 14 | 24,000 |
| 15 | 20,939 |
| 16 | 20,688 |
| 17 | 19,815 |
| AVERAGE | 26,599 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

| RANK | SALARY |
|---|---|
| 1 | 59,140 |
| 2 | 45,600 |
| 3 | 44,750 |
| 4 | 41,400 |
| 5 | 40,500 |
| 6 | 36,400 |
| 7 | 31,815 |
| 8 | 27,136 |
| AVERAGE | 40,093 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

| RANK | SALARY |
|---|---|
| 1 | 34,500 |
| 2 | 34,500 |
| 3 | 23,500 |
| 4 | 22,931 |
| AVERAGE | 28,858 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 41,600 |
| 2 | 41,600 |
| 3 | 41,000 |
| 4 | 39,300 |
| 5 | 33,900 |
| 6 | 32,100 |
| 7 | 30,240 |
| 8 | 28,480 |
| 9 | 28,400 |
| 10 | 27,000 |
| 11 | 26,000 |
| 12 | 25,000 |
| 13 | 25,000 |
| 14 | 24,201 |
| 15 | 20,614 |
| AVERAGE | 30,961 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 42,800 |
| 3 | 40,500 |
| 4 | 37,500 |
| 5 | 31,815 |
| 6 | 28,754 |
| AVERAGE | 37,895 |

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 56,710 |
| 2 | 51,000 |
| 3 | 46,200 |
| AVERAGE | 51,303 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 38,500 |
| 2 | 37,000 |
| 3 | 35,490 |
| 4 | 35,490 |
| 5 | 35,380 |
| 6 | 34,600 |
| 7 | 34,044 |
| 8 | 33,660 |
| 9 | 30,261 |
| 10 | 29,350 |
| 11 | 29,129 |
| 12 | 27,000 |
| 13 | 26,328 |
| 14 | 25,000 |
| 15 | 24,839 |
| 16 | 24,789 |
| 17 | 24,540 |
| 18 | 19,900 |
| AVERAGE | 30,233 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 38,900 |
| 2 | 35,684 |
| 3 | 35,250 |
| 4 | 34,250 |
| 5 | 31,936 |
| 6 | 30,000 |
| 7 | 30,000 |
| 8 | 29,600 |
| 9 | 27,789 |
| 10 | 26,904 |
| 11 | 26,500 |
| 12 | 25,987 |
| 13 | 24,240 |
| 14 | 23,773 |
| 15 | 22,500 |
| 16 | 18,850 |
| AVERAGE | 28,760 |

DEANS (DIRECTORS):
ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 52,558 |
| 2 | 49,100 |
| 3 | 47,900 |
| 4 | 45,500 |
| 5 | 43,700 |
| 6 | 43,100 |
| 7 | 42,200 |
| 8 | 41,700 |
| 9 | 41,500 |
| 10 | 41,350 |
| 11 | 40,045 |
| 12 | 39,000 |
| 13 | 37,958 |
| 14 | 36,516 |
| 15 | 36,000 |
| 16 | 35,935 |
| 17 | 35,000 |
| AVERAGE | 41,662 |

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

| RANK | SALARY |
|---|---|
| 1 | 45,240 |
| 2 | 43,000 |
| 3 | 38,900 |
| 4 | 37,938 |
| 5 | 35,800 |
| 6 | 35,800 |
| AVERAGE | 39,383 |

DEANS (DIRECTORS):
AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 49,100 |
| 2 | 49,000 |
| 3 | 48,000 |
| 4 | 33,660 |
| AVERAGE | 44,940 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 52,449 |
| 2 | 48,700 |
| 3 | 47,000 |
| 4 | 46,000 |
| 5 | 46,000 |
| 6 | 45,750 |
| 7 | 45,700 |
| 8 | 45,400 |
| 9 | 44,851 |
| 10 | 43,400 |
| 11 | 43,000 |
| 12 | 43,000 |
| 13 | 40,700 |
| 14 | 39,550 |
| 15 | 39,060 |
| 16 | 38,900 |
| 17 | 38,500 |
| 18 | 38,250 |
| 19 | 37,958 |
| 20 | 37,116 |
| 21 | 37,063 |
| 22 | 36,239 |
| 23 | 35,830 |
| 24 | 31,800 |
| AVERAGE | 41,722 |

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 39,700 |
| 2 | 39,500 |
| 3 | 39,500 |
| 4 | 37,620 |
| 5 | 37,500 |
| 6 | 36,803 |
| 7 | 36,000 |
| 8 | 35,600 |
| 9 | 35,500 |
| 10 | 35,450 |
| 11 | 34,200 |
| 12 | 33,000 |
| 13 | 31,500 |
| 14 | 31,000 |
| 15 | 30,940 |
| 16 | 30,000 |
| 17 | 28,654 |
| 18 | 26,375 |
| 19 | 26,000 |
| 20 | 24,900 |
| 21 | 22,000 |
| AVERAGE | 32,940 |

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

| RANK | SALARY |
|---|---|
| 1 | 51,039 |
| 2 | 47,200 |
| 3 | 40,420 |
| AVERAGE | 46,220 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 54,088 |
| 2 | 48,000 |
| 3 | 46,200 |
| 4 | 45,000 |
| 5 | 45,000 |
| 6 | 43,092 |
| 7 | 43,000 |
| 8 | 41,700 |
| 9 | 41,500 |
| 10 | 41,495 |
| 11 | 41,400 |
| 12 | 40,190 |
| 13 | 39,500 |
| 14 | 39,300 |
| 15 | 38,418 |
| 16 | 38,000 |
| 17 | 37,058 |
| 18 | 36,740 |
| 19 | 36,348 |
| 20 | 36,000 |
| 21 | 34,500 |
| 22 | 33,630 |
| AVERAGE | 40,957 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 55,823 |
| 2 | 50,200 |
| 3 | 47,300 |
| 4 | 47,000 |
| 5 | 45,000 |
| 6 | 43,875 |
| 7 | 43,750 |
| 8 | 43,700 |
| 9 | 40,000 |
| 10 | 39,400 |
| 11 | 39,508 |
| 12 | 35,730 |
| 13 | 35,213 |
| AVERAGE | 43,500 |

DEANS (DIRECTORS): FINE ARTS

| RANK | SALARY |
|---|---|
| 1 | 45,500 |
| 2 | 40,000 |
| 3 | 39,960 |
| 4 | 38,640 |
| 5 | 38,600 |
| 6 | 38,400 |
| 7 | 38,250 |
| 8 | 37,958 |
| 9 | 37,200 |
| 10 | 36,780 |
| 11 | 36,264 |
| AVERAGE | 38,969 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): FORESTRY

| RANK | SALARY |
|---|---|
| 1 | 39,500 |
| 2 | 39,500 |
| 3 | 34,000 |
| AVERAGE | 37,667 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 52,268 |
| 2 | 49,600 |
| 3 | 47,200 |
| 4 | 46,200 |
| 5 | 44,950 |
| 6 | 43,000 |
| 7 | 43,000 |
| 8 | 42,800 |
| 9 | 42,720 |
| 10 | 42,400 |
| 11 | 42,000 |
| 12 | 38,950 |
| 13 | 38,600 |
| 14 | 38,000 |
| 15 | 37,963 |
| 16 | 37,140 |
| 17 | 36,780 |
| 18 | 36,540 |
| 19 | 36,300 |
| 20 | 35,000 |
| 21 | 34,600 |
| 22 | 31,850 |
| 23 | 30,350 |
| AVERAGE | 40,331 |

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 43,600 |
| 2 | 42,400 |
| 3 | 42,400 |
| 4 | 42,400 |
| 5 | 41,900 |
| 6 | 37,140 |
| 7 | 29,386 |
| AVERAGE | 39,318 |

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 39,000 |
| 3 | 38,725 |
| 4 | 38,725 |
| 5 | 36,366 |
| 6 | 36,264 |
| 7 | 35,700 |
| 8 | 30,540 |
| 9 | 29,500 |
| AVERAGE | 36,711 |

DEANS (DIRECTORS): HUMANITIES

| RANK | SALARY |
|---|---|
| 1 | 47,500 |
| 2 | 39,391 |
| 3 | 28,500 |
| AVERAGE | 38,464 |

DEANS (DIRECTORS): LAW

| RANK | SALARY |
|---|---|
| 1 | 54,600 |
| 2 | 52,720 |
| 3 | 51,000 |
| 4 | 49,500 |
| 5 | 48,600 |
| 6 | 48,500 |
| 7 | 48,500 |
| 8 | 46,500 |
| 9 | 45,675 |
| 10 | 41,498 |
| 11 | 39,200 |
| AVERAGE | 47,849 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): LIBERAL ARTS

| RANK | SALARY |
|---|---|
| 1 | 49,500 |
| 2 | 49,500 |
| 3 | 46,625 |
| 4 | 45,750 |
| 5 | 45,500 |
| 6 | 41,400 |
| 7 | 40,800 |
| 8 | 39,432 |
| AVERAGE | 44,819 |

DEANS (DIRECTORS): LIBRARY SCIENCE

| RANK | SALARY |
|---|---|
| 1 | 41,995 |
| 2 | 37,750 |
| 3 | 37,071 |
| 4 | 35,250 |
| 5 | 35,250 |
| 6 | 33,978 |
| 7 | 33,360 |
| 8 | 31,000 |
| AVERAGE | 35,707 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 45,418 |
| 2 | 45,000 |
| 3 | 42,700 |
| 4 | 42,329 |
| 5 | 42,250 |
| 6 | 42,250 |
| 7 | 38,500 |
| 8 | 37,900 |
| 9 | 35,350 |
| 10 | 33,800 |
| 11 | 32,700 |
| 12 | 29,000 |
| AVERAGE | 38,940 |

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

| RANK | SALARY |
|---|---|
| 1 | 48,000 |
| 2 | 48,000 |
| 3 | 47,500 |
| 4 | 40,200 |
| 5 | 39,230 |
| 6 | 36,035 |
| 7 | 35,016 |
| 8 | 34,700 |
| 9 | 32,300 |
| AVERAGE | 40,045 |

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 47,500 |
| 2 | 43,400 |
| 3 | 38,825 |
| 4 | 38,825 |
| 5 | 37,740 |
| 6 | 33,600 |
| AVERAGE | 39,982 |

DEANS (DIRECTORS): SOCIAL WORK

| RANK | SALARY |
|---|---|
| 1 | 45,262 |
| 2 | 42,800 |
| 3 | 42,000 |
| 4 | 38,000 |
| 5 | 37,184 |
| 6 | 33,490 |
| 7 | 32,550 |
| 8 | 27,125 |
| 9 | 27,125 |
| 10 | 24,500 |
| AVERAGE | 33,002 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): PHARMACY

| RANK | SALARY |
|---|---|
| 1 | 48,500 |
| 2 | 47,700 |
| 3 | 44,350 |
| 4 | 44,350 |
| 5 | 42,329 |
| 6 | 41,900 |
| 7 | 41,390 |
| 8 | 33,000 |
| AVERAGE | 42,940 |

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

| RANK | SALARY |
|---|---|
| 1 | 43,550 |
| 2 | 39,500 |
| 3 | 39,500 |
| 4 | 38,250 |
| 5 | 36,979 |
| 6 | 34,500 |
| 7 | 34,450 |
| 8 | 33,000 |
| 9 | 31,380 |
| 10 | 25,287 |
| AVERAGE | 35,640 |

DEANS (DIRECTORS): VETERINARY MEDICINE

| RANK | SALARY |
|---|---|
| 1 | 48,200 |
| 2 | 47,700 |
| 3 | 45,000 |
| 4 | 45,000 |
| AVERAGE | 46,475 |

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 55,000 |
| 2 | 50,600 |
| 3 | 45,000 |
| 4 | 44,000 |
| 5 | 43,704 |
| 6 | 36,000 |
| 7 | 36,000 |
| 8 | 34,140 |
| 9 | 30,000 |
| 10 | 24,763 |
| 11 | 24,300 |
| 12 | 22,300 |
| 13 | 21,318 |
| 14 | 19,000 |
| AVERAGE | 34,723 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 38,500 |
| 2 | 36,380 |
| 3 | 36,000 |
| 4 | 33,100 |
| 5 | 31,050 |
| 6 | 29,604 |
| 7 | 29,400 |
| 8 | 28,275 |
| 9 | 27,750 |
| 10 | 27,500 |
| 11 | 26,200 |
| 12 | 26,000 |
| 13 | 25,406 |
| 14 | 24,700 |
| 15 | 24,300 |
| 16 | 23,180 |
| 17 | 22,900 |
| 18 | 21,833 |
| 19 | 19,800 |
| AVERAGE | 27,994 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 50,641 |
| 2 | 44,400 |
| 3 | 44,400 |
| 4 | 42,000 |
| 5 | 41,500 |
| 6 | 41,100 |
| 7 | 40,500 |
| 8 | 39,600 |
| 9 | 38,700 |
| 10 | 37,932 |
| 11 | 37,400 |
| 12 | 37,000 |
| 13 | 36,780 |
| 14 | 36,354 |
| 15 | 35,269 |
| 16 | 34,534 |
| 17 | 33,697 |
| 18 | 32,400 |
| 19 | 32,049 |
| 20 | 31,500 |
| 21 | 31,028 |
| 22 | 31,000 |
| 23 | 30,800 |
| AVERAGE | 37,417 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 48,000 |
| 2 | 45,200 |
| 3 | 44,000 |
| 4 | 44,000 |
| 5 | 39,408 |
| 6 | 37,550 |
| 7 | 36,000 |
| 8 | 32,032 |
| 9 | 31,900 |
| 10 | 31,400 |
| 11 | 30,000 |
| 12 | 29,000 |
| 13 | 28,450 |
| 14 | 28,080 |
| 15 | 27,610 |
| 16 | 27,000 |
| 17 | 26,500 |
| 18 | 26,448 |
| 19 | 25,080 |
| 20 | 24,500 |
| 21 | 24,042 |
| AVERAGE | 32,714 |

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 38,500 |
| 2 | 37,500 |
| 3 | 37,500 |
| 4 | 33,098 |
| 5 | 31,716 |
| 6 | 31,000 |
| 7 | 30,800 |
| 8 | 29,971 |
| 9 | 29,100 |
| 10 | 28,400 |
| 11 | 27,000 |
| 12 | 26,280 |
| 13 | 25,680 |
| 14 | 25,590 |
| 15 | 25,200 |
| 16 | 25,150 |
| 17 | 25,110 |
| 18 | 24,900 |
| 19 | 24,900 |
| 20 | 23,100 |
| 21 | 19,890 |
| AVERAGE | 28,971 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 37,000 |
| 2 | 33,705 |
| 3 | 32,360 |
| 4 | 32,360 |
| 5 | 31,000 |
| 6 | 30,400 |
| 7 | 28,680 |
| 8 | 27,024 |
| 9 | 26,500 |
| 10 | 23,600 |
| 11 | 23,250 |
| 12 | 22,800 |
| 13 | 22,500 |
| 14 | 22,300 |
| 15 | 22,000 |
| 16 | 21,425 |
| 17 | 20,400 |
| 18 | 20,000 |
| 19 | 19,962 |
| 20 | 19,500 |
| 21 | 18,684 |
| 22 | 17,500 |
| AVERAGE | 25,125 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 49,100 |
| 2 | 45,475 |
| 3 | 33,700 |
| 4 | 33,700 |
| AVERAGE | 40,494 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico and Texas. The nineteen participating universities from this region are as follows:

East Texas State University
Louisiana State University
Louisiana Tech University
New Mexico State University
North Texas State University
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas Woman's University
University of Arkansas
University of Houston
University of New Mexico
University of New Orleans
University of Oklahoma
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

| RANK | SALARY |
|---|---|
| 1 | 69,000 |
| 2 | 48,900 |
| 3 | 48,760 |
| 4 | 47,760 |
| AVERAGE | 58,905 |

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 56,300 |
| 2 | 55,600 |
| 3 | 55,600 |
| 4 | 55,600 |
| 5 | 51,900 |
| 6 | 50,908 |
| 7 | 50,500 |
| 8 | 49,572 |
| 9 | 49,500 |
| 10 | 48,500 |
| 11 | 46,650 |
| 12 | 44,500 |
| 13 | 44,025 |
| 14 | 38,500 |
| 15 | 38,500 |
| 16 | 38,500 |
| 17 | 38,400 |
| AVERAGE | 47,809 |

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 51,400 |
| 2 | 48,000 |
| 3 | 47,500 |
| 4 | 47,280 |
| 5 | 46,572 |
| 6 | 46,000 |
| 7 | 45,500 |
| 8 | 42,525 |
| 9 | 41,650 |
| 10 | 40,258 |
| 11 | 39,490 |
| 12 | 38,750 |
| 13 | 38,340 |
| 14 | 37,800 |
| 15 | 36,728 |
| 16 | 34,400 |
| AVERAGE | 42,643 |

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 51,300 |
| 2 | 49,500 |
| 3 | 49,000 |
| 4 | 45,500 |
| 5 | 45,500 |
| 6 | 44,000 |
| 7 | 43,140 |
| 8 | 42,000 |
| 9 | 40,524 |
| 10 | 40,500 |
| 11 | 39,008 |
| 12 | 38,730 |
| 13 | 37,800 |
| 14 | 37,000 |
| 15 | 36,728 |
| 16 | 35,000 |
| 17 | 33,000 |
| 18 | 31,800 |
| AVERAGE | 41,181 |

ACADEMIC OFFICERS: PROVOST

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 43,500 |
| 3 | 42,360 |
| 4 | 41,333 |
| AVERAGE | 43,298 |

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 35,000 |
| 2 | 33,000 |
| 3 | 32,288 |
| 4 | 28,920 |
| 5 | 27,196 |
| 6 | 24,000 |
| 7 | 23,162 |
| 8 | 19,872 |
| AVERAGE | 27,867 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 35,910 |
| 2 | 33,625 |
| 3 | 33,422 |
| 4 | 31,880 |
| 5 | 31,500 |
| 6 | 31,400 |
| 7 | 31,400 |
| 8 | 31,000 |
| 9 | 27,763 |
| 10 | 27,336 |
| 11 | 25,960 |
| 12 | 25,342 |
| 13 | 23,200 |
| 14 | 23,000 |
| AVERAGE | 29,468 |

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 30,500 |
| 2 | 27,000 |
| 3 | 26,160 |
| 4 | 25,500 |
| 5 | 25,000 |
| 6 | 25,000 |
| 7 | 24,000 |
| 8 | 23,900 |
| 9 | 21,986 |
| 10 | 15,500 |
| AVERAGE | 24,443 |

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 40,260 |
| 3 | 40,000 |
| 4 | 39,500 |
| 5 | 39,410 |
| 6 | 38,500 |
| 7 | 38,000 |
| 8 | 37,800 |
| 9 | 37,704 |
| 10 | 37,500 |
| 11 | 36,728 |
| 12 | 34,500 |
| 13 | 33,033 |
| 14 | 29,100 |
| AVERAGE | 37,717 |

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 31,380 |
| 2 | 31,250 |
| 3 | 31,000 |
| 4 | 30,822 |
| 5 | 26,000 |
| 6 | 25,800 |
| 7 | 25,200 |
| 8 | 25,100 |
| 9 | 24,384 |
| 10 | 24,000 |
| 11 | 22,486 |
| 12 | 21,714 |
| 13 | 19,872 |
| AVERAGE | 26,078 |

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 50,000 |
| 2 | 42,000 |
| 3 | 42,000 |
| AVERAGE | 44,667 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 41,500 |
| 2 | 39,336 |
| 3 | 38,326 |
| 4 | 36,000 |
| 5 | 35,000 |
| AVERAGE | 38,032 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 34,650 |
| 2 | 33,760 |
| 3 | 30,936 |
| 4 | 25,800 |
| 5 | 25,500 |
| 6 | 25,000 |
| 7 | 24,602 |
| 8 | 22,800 |
| 9 | 20,604 |
| AVERAGE | 27,072 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 45,660 |
| 2 | 37,800 |
| 3 | 37,500 |
| 4 | 34,584 |
| 5 | 32,000 |
| AVERAGE | 37,909 |

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF ADMINISTRATION

| RANK | SALARY |
|---|---|
| 1 | 40,559 |
| 2 | 25,000 |
| 3 | 21,395 |
| AVERAGE | 28,985 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 30,600 |
| 2 | 27,601 |
| 3 | 26,900 |
| 4 | 25,400 |
| 5 | 24,504 |
| 6 | 24,000 |
| 7 | 23,412 |
| 8 | 21,500 |
| 9 | 21,100 |
| 10 | 21,000 |
| 11 | 18,590 |
| 12 | 16,130 |
| AVERAGE | 23,395 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

| RANK | SALARY |
|---|---|
| 1 | 45,660 |
| 2 | 37,500 |
| 3 | 35,300 |
| AVERAGE | 39,487 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 38,000 |
| 2 | 38,000 |
| 3 | 33,780 |
| 4 | 31,000 |
| 5 | 27,000 |
| 6 | 27,000 |
| 7 | 26,700 |
| 8 | 26,000 |
| 9 | 25,500 |
| 10 | 25,000 |
| 11 | 22,500 |
| 12 | 19,044 |
| AVERAGE | 28,294 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 39,667 |
| 2 | 37,000 |
| 3 | 36,300 |
| 4 | 33,960 |
| 5 | 33,450 |
| 6 | 32,485 |
| 7 | 32,144 |
| 8 | 31,220 |
| 9 | 23,840 |
| 10 | 21,612 |
| AVERAGE | 32,128 |

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 37,000 |
| 2 | 33,180 |
| 3 | 31,100 |
| 4 | 29,860 |
| 5 | 29,500 |
| 6 | 29,400 |
| 7 | 29,200 |
| 8 | 27,264 |
| 9 | 25,064 |
| 10 | 24,816 |
| 11 | 19,500 |
| 12 | 19,044 |
| 13 | 19,400 |
| AVERAGE | 27,179 |

DEANS (DIRECTORS): ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 44,200 |
| 2 | 42,920 |
| 3 | 42,900 |
| 4 | 42,300 |
| 5 | 40,968 |
| 6 | 40,360 |
| 7 | 38,202 |
| 8 | 36,976 |
| 9 | 31,000 |
| 10 | 30,685 |
| 11 | 29,313 |
| AVERAGE | 38,057 |

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

| RANK | SALARY |
|---|---|
| 1 | 42,480 |
| 2 | 39,000 |
| 3 | 36,609 |
| 4 | 36,000 |
| 5 | 33,960 |
| 6 | 33,400 |
| 7 | 33,200 |
| 8 | 31,800 |
| AVERAGE | 35,556 |

DEANS (DIRECTORS): AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 43,212 |
| 2 | 40,098 |
| 3 | 40,560 |
| 4 | 36,976 |
| 5 | 36,136 |
| 6 | 30,800 |
| AVERAGE | 38,047 |

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 48,000 |
| 2 | 44,600 |
| 3 | 44,400 |
| 4 | 44,000 |
| 5 | 40,760 |
| 6 | 39,500 |
| 7 | 39,004 |
| 8 | 38,004 |
| 9 | 37,500 |
| 10 | 36,929 |
| 11 | 36,976 |
| 12 | 36,515 |
| 13 | 36,500 |
| 14 | 36,063 |
| 15 | 35,805 |
| 16 | 34,308 |
| 17 | 31,000 |
| 18 | 29,499 |
| AVERAGE | 38,148 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 40,660 |
| 2 | 40,000 |
| 3 | 39,588 |
| 4 | 37,160 |
| 5 | 36,500 |
| 6 | 34,703 |
| 7 | 32,400 |
| 8 | 30,000 |
| 9 | 29,500 |
| 10 | 29,179 |
| 11 | 29,000 |
| 12 | 21,000 |
| 13 | 17,535 |
| AVERAGE | 31,463 |

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 48,000 |
| 2 | 43,500 |
| 3 | 42,500 |
| 4 | 40,008 |
| 5 | 39,960 |
| 6 | 37,605 |
| 7 | 36,576 |
| 8 | 36,500 |
| 9 | 36,172 |
| 10 | 35,860 |
| 11 | 35,805 |
| 12 | 35,400 |
| 13 | 34,960 |
| 14 | 34,308 |
| 15 | 32,000 |
| 16 | 30,000 |
| 17 | 29,716 |
| AVERAGE | 36,737 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 55,000 |
| 2 | 48,000 |
| 3 | 43,500 |
| 4 | 43,200 |
| 5 | 41,040 |
| 6 | 40,934 |
| 7 | 40,380 |
| 8 | 38,790 |
| 9 | 37,500 |
| 10 | 37,146 |
| 11 | 36,976 |
| 12 | 36,500 |
| 13 | 34,650 |
| 14 | 33,500 |
| AVERAGE | 40,450 |

DEANS (DIRECTORS): FINE ARTS

| RANK | SALARY |
|---|---|
| 1 | 45,000 |
| 2 | 39,000 |
| 3 | 37,500 |
| 4 | 34,391 |
| 5 | 34,108 |
| 6 | 34,000 |
| 7 | 31,500 |
| 8 | 30,960 |
| 9 | 29,949 |
| AVERAGE | 33,111 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 52,667 |
| 2 | 45,900 |
| 3 | 44,800 |
| 4 | 43,000 |
| 5 | 40,020 |
| 6 | 39,760 |
| 7 | 38,962 |
| 8 | 36,850 |
| 9 | 36,576 |
| 10 | 36,000 |
| 11 | 36,000 |
| 12 | 35,271 |
| 13 | 33,000 |
| 14 | 30,000 |
| AVERAGE | 39,172 |

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 40,667 |
| 2 | 39,960 |
| 3 | 28,000 |
| 4 | 25,000 |
| 5 | 24,760 |
| AVERAGE | 31,677 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

DEANS (DIRECTORS): HUMANITIES

| RANK | SALARY |
|---|---|
| 1 | 45,500 |
| 2 | 45,000 |
| 3 | 34,308 |
| 4 | 33,007 |
| 5 | 29,940 |
| AVERAGE | 37,551 |

DEANS (DIRECTORS): LAW

| RANK | SALARY |
|---|---|
| 1 | 51,000 |
| 2 | 48,000 |
| 3 | 43,761 |
| 4 | 43,300 |
| 5 | 40,360 |
| 6 | 38,770 |
| AVERAGE | 44,195 |

DEANS (DIRECTORS): LIBERAL ARTS

| RANK | SALARY |
|---|---|
| 1 | 39,300 |
| 2 | 36,500 |
| 3 | 36,174 |
| 4 | 35,905 |
| 5 | 35,000 |
| AVERAGE | 36,596 |

DEANS (DIRECTORS): LIBRARY SCIENCE

| RANK | SALARY |
|---|---|
| 1 | 39,000 |
| 2 | 33,516 |
| 3 | 33,333 |
| 4 | 29,423 |
| 5 | 29,360 |
| AVERAGE | 32,746 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 41,003 |
| 3 | 40,000 |
| 4 | 35,000 |
| 5 | 35,000 |
| AVERAGE | 38,601 |

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

| RANK | SALARY |
|---|---|
| 1 | 45,500 |
| 2 | 44,000 |
| 3 | 43,800 |
| 4 | 41,443 |
| 5 | 37,500 |
| 6 | 36,960 |
| 7 | 36,500 |
| 8 | 35,671 |
| 9 | 35,600 |
| AVERAGE | 39,664 |

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 50,500 |
| 2 | 42,500 |
| 3 | 29,360 |
| 4 | 26,400 |
| 5 | 23,448 |
| AVERAGE | 34,438 |

DEANS (DIRECTORS): SOCIAL WORK

| RANK | SALARY |
|---|---|
| 1 | 40,000 |
| 2 | 38,000 |
| 3 | 36,819 |
| 4 | 36,000 |
| 5 | 31,160 |
| 6 | 26,939 |
| AVERAGE | 34,902 |

DEANS (DIRECTORS): PHARMACY

| RANK | SALARY |
|---|---|
| 1 | 48,500 |
| 2 | 44,000 |
| 3 | 35,000 |
| AVERAGE | 42,500 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

DEANS (DIRECTORS): UNIVERSITY COLLEGES/GENERAL COLLEGES

| RANK | SALARY |
|---|---|
| 1 | 35,500 |
| 2 | 35,100 |
| 3 | 30,360 |
| 4 | 29,254 |
| 5 | 26,284 |
| AVERAGE | 31,300 |

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 30,000 |
| 2 | 29,700 |
| 3 | 23,500 |
| 4 | 23,152 |
| 5 | 23,000 |
| AVERAGE | 25,870 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 35,500 |
| 2 | 34,308 |
| 3 | 33,168 |
| 4 | 31,130 |
| 5 | 30,480 |
| 6 | 28,500 |
| 7 | 27,000 |
| 8 | 26,64[illegible] |
| 9 | 26,000 |
| 10 | 25,400 |
| 11 | 25,360 |
| 12 | 25,145 |
| 13 | 23,96[illegible] |
| 14 | 23,220 |
| 15 | 22,000 |
| 16 | 21,[illegible]78 |
| 17 | 21,500 |
| 18 | 21,200 |
| AVERAGE | 26,900 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIANS)

| RANK | SALARY |
|---|---|
| 1 | 39,300 |
| 2 | 38,500 |
| 3 | 38,000 |
| 4 | 36,500 |
| 5 | 34,800 |
| 6 | 33,200 |
| 7 | 32,972 |
| 8 | 32,700 |
| 9 | 31,372 |
| 10 | 31,307 |
| 11 | 30,750 |
| 12 | 30,740 |
| 13 | 30,500 |
| 14 | 30,360 |
| 15 | 28,872 |
| 16 | 28,867 |
| 17 | 28,500 |
| 18 | 28,476 |
| 19 | 22,058 |
| AVERAGE | 32,036 |

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 39,254 |
| 2 | 37,800 |
| 3 | 33,247 |
| 4 | 33,180 |
| 5 | 30,804 |
| 6 | 29,360 |
| 7 | 28,150 |
| 8 | 27,300 |
| 9 | 27,132 |
| 10 | 27,000 |
| 11 | 25,500 |
| 12 | 25,000 |
| 13 | 24,750 |
| 14 | 24,000 |
| 15 | 23,391 |
| 16 | 22,796 |
| 17 | 22,450 |
| 18 | 22,025 |
| AVERAGE | 28,008 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 32,719 |
| 2 | 29,460 |
| 3 | 29,200 |
| 4 | 28,400 |
| 5 | 28,360 |
| 6 | 25,000 |
| 7 | 24,179 |
| 8 | 24,000 |
| 9 | 23,218 |
| 10 | 21,000 |
| 11 | 19,500 |
| 12 | 19,400 |
| 13 | 18,000 |
| 14 | 16,000 |
| 15 | 15,000 |
| 16 | 14,892 |
| AVERAGE | 23,001 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 42,565 |
| 2 | 40,560 |
| 3 | 35,800 |
| 4 | 33,516 |
| AVERAGE | 38,110 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 28,800 |
| 2 | 28,760 |
| 3 | 26,648 |
| 4 | 26,448 |
| 5 | 23,000 |
| 6 | 21,400 |
| 7 | 20,000 |
| 8 | 19,392 |
| 9 | 18,150 |
| 10 | 16,500 |
| 11 | 15,900 |
| 12 | 15,000 |
| AVERAGE | 21,667 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming. The eleven participating universities from this region are as follows:

Montana State University
North Dakota State University
South Dakota State University
University of Colorado
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 56,500 |
| 2 | 55,000 |
| 3 | 54,276 |
| 4 | 47,500 |
| 5 | 45,500 |
| 6 | 45,500 |
| 7 | 42,000 |
| 8 | 42,000 |
| 9 | 39,250 |
| AVERAGE | 47,503 |

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 48,000 |
| 2 | 46,636 |
| 3 | 45,500 |
| 4 | 45,000 |
| 5 | 41,500 |
| 6 | 39,000 |
| 7 | 39,000 |
| 8 | 36,000 |
| 9 | 34,335 |
| 10 | 32,750 |
| AVERAGE | 40,774 |

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 44,460 |
| 2 | 42,500 |
| 3 | 39,500 |
| 4 | 35,000 |
| 5 | 35,000 |
| 6 | 34,390 |
| 7 | 33,864 |
| AVERAGE | 37,816 |

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 29,100 |
| 2 | 23,750 |
| 3 | 22,650 |
| AVERAGE | 25,167 |

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 33,050 |
| 2 | 32,400 |
| 3 | 27,158 |
| 4 | 26,400 |
| 5 | 24,876 |
| 6 | 24,408 |
| 7 | 22,840 |
| 8 | 21,950 |
| 9 | 20,870 |
| AVERAGE | 25,995 |

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 34,129 |
| 2 | 31,000 |
| 3 | 28,250 |
| 4 | 28,000 |
| 5 | 25,100 |
| 6 | 21,252 |
| 7 | 20,834 |
| AVERAGE | 26,938 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 40,932 |
| 2 | 35,900 |
| 3 | 35,400 |
| 4 | 34,000 |
| 5 | 33,200 |
| AVERAGE | 35,906 |

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 34,280 |
| 2 | 33,600 |
| 3 | 27,550 |
| 4 | 27,312 |
| 5 | 27,300 |
| 6 | 26,900 |
| 7 | 26,000 |
| 8 | 25,250 |
| AVERAGE | 28,474 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 45,500 |
| 2 | 40,900 |
| 3 | 40,000 |
| 4 | 31,350 |
| AVERAGE | 39,413 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 45,000 |
| 2 | 35,500 |
| 3 | 28,050 |
| 4 | 24,900 |
| 5 | 24,684 |
| 6 | 22,450 |
| 7 | 20,300 |
| 8 | 19,200 |
| AVERAGE | 27,996 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 29,300 |
| 2 | 26,250 |
| 3 | 26,244 |
| AVERAGE | 27,265 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 29,712 |
| 2 | 29,000 |
| 3 | 24,150 |
| AVERAGE | 27,621 |

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 44,472 |
| 2 | 43,800 |
| 3 | 40,000 |
| 4 | 32,695 |
| 5 | 32,000 |
| AVERAGE | 38,593 |

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 32,000 |
| 2 | 25,900 |
| 3 | 21,120 |
| 4 | 20,124 |
| AVERAGE | 24,686 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 35,000 |
| 2 | 28,000 |
| 3 | 23,750 |
| 4 | 21,252 |
| 5 | 19,360 |
| 6 | 15,000 |
| AVERAGE | 23,727 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DEANS (DIRECTORS): ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 46,300 |
| 2 | 42,792 |
| 3 | 39,700 |
| 4 | 39,500 |
| 5 | 3[illegible] 140 |
| 6 | 33,180 |
| 7 | 32,865 |
| 8 | 32,500 |
| 9 | 30,750 |
| AVERAGE | 35,970 |

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

| RANK | SALARY |
|---|---|
| 1 | 38,356 |
| 2 | 34,200 |
| 3 | 29,100 |
| AVERAGE | 33,219 |

DEANS (DIRECTORS): AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 39,000 |
| 2 | 36,738 |
| 3 | 35,000 |
| 4 | 34,650 |
| 5 | 33,740 |
| 6 | 29,250 |
| AVERAGE | 34,646 |

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 49,400 |
| 2 | 40,000 |
| 3 | 38,200 |
| 4 | 36,100 |
| 5 | 34,500 |
| 6 | 33,048 |
| 7 | 31,750 |
| 8 | 31,500 |
| 9 | 31,000 |
| AVERAGE | 35,611 |

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 41,000 |
| 2 | 38,529 |
| 3 | 36,600 |
| 4 | 30,500 |
| 5 | 27,250 |
| 6 | 26,664 |
| 7 | 25,515 |
| 8 | 24,500 |
| 9 | 23,250 |
| 10 | 19,080 |
| AVERAGE | 29,289 |

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

| RANK | SALARY |
|---|---|
| 1 | 46,970 |
| 2 | 43,900 |
| 3 | 34,000 |
| AVERAGE | 41,490 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 40,000 |
| 2 | 38,628 |
| 3 | 38,200 |
| 4 | 36,900 |
| 5 | 35,700 |
| 6 | 34,000 |
| 7 | 32,800 |
| 8 | 32,800 |
| 9 | 30,660 |
| 10 | 26,000 |
| 11 | 24,920 |
| AVERAGE | 33,655 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 50,752 |
| 2 | 43,100 |
| 3 | 43,000 |
| 4 | 39,672 |
| 5 | 36,225 |
| 6 | 35,500 |
| 7 | 34,800 |
| 8 | 29,250 |
| AVERAGE | 38,912 |

DEANS (DIRECTORS): FINE ARTS

| RANK | SALARY |
|---|---|
| 1 | 35,700 |
| 2 | 33,860 |
| 3 | 32,600 |
| 4 | 31,050 |
| 5 | 30,900 |
| 6 | 30,804 |
| AVERAGE | 32,486 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 51,240 |
| 2 | 37,000 |
| 3 | 35,700 |
| 4 | 35,000 |
| 5 | 35,000 |
| 6 | 33,250 |
| 7 | 32,928 |
| 8 | 32,000 |
| 9 | 31,836 |
| 10 | 30,450 |
| AVERAGE | 35,440 |

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 47,580 |
| 2 | 35,000 |
| 3 | 34,000 |
| 4 | 30,000 |
| 5 | 27,750 |
| AVERAGE | 34,866 |

DEANS (DIRECTORS): LAW

| RANK | SALARY |
|---|---|
| 1 | 56,242 |
| 2 | 41,400 |
| 3 | 41,040 |
| 4 | 37,500 |
| 5 | 37,250 |
| 6 | 36,012 |
| AVERAGE | 41,574 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DEANS (DIRECTORS): PHARMACY

| RANK | SALARY |
|---|---|
| 1 | 46,400 |
| 2 | 33,405 |
| 3 | 32,700 |
| 4 | 31,548 |
| 5 | 27,550 |
| AVERAGE | 34,920 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 59,706 |
| 2 | 35,496 |
| 3 | 35,000 |
| 4 | 33,000 |
| 5 | 32,000 |
| 6 | 29,600 |
| 7 | 24,450 |
| 8 | 18,720 |
| AVERAGE | 33,497 |

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

| RANK | SALARY |
|---|---|
| 1 | 34,690 |
| 2 | 33,600 |
| 3 | 22,000 |
| AVERAGE | 30,083 |

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 40,932 |
| 2 | 30,500 |
| 3 | 28,860 |
| 4 | 28,000 |
| 5 | 23,800 |
| AVERAGE | 30,418 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 39,800 |
| 2 | 34,000 |
| 3 | 33,000 |
| 4 | 31,800 |
| 5 | 31,000 |
| 6 | 29,930 |
| 7 | 29,828 |
| 8 | 26,775 |
| 9 | 25,950 |
| 10 | 25,750 |
| AVERAGE | 30,773 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 28,932 |
| 2 | 26,250 |
| 3 | 26,100 |
| 4 | 25,780 |
| 5 | 25,600 |
| 6 | 25,576 |
| 7 | 24,240 |
| 8 | 22,000 |
| 9 | 20,807 |
| 10 | 19,500 |
| 11 | 19,348 |
| AVERAGE | 23,958 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 38,750 |
| 2 | 36,000 |
| 3 | 30,000 |
| 4 | 29,382 |
| 5 | 28,500 |
| 6 | 28,000 |
| 7 | 27,700 |
| 8 | 24,250 |
| 9 | 23,940 |
| 10 | 23,050 |
| 11 | 22,320 |
| AVERAGE | 28,354 |

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 32,164 |
| 2 | 31,000 |
| 3 | 28,200 |
| 4 | 25,720 |
| 5 | 24,000 |
| 6 | 21,200 |
| 7 | 20,870 |
| 8 | 20,000 |
| 9 | 19,822 |
| 10 | 18,450 |
| 11 | 16,360 |
| AVERAGE | 23,435 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 41,000 |
| 2 | 34,800 |
| 3 | 33,600 |
| 4 | 27,750 |
| AVERAGE | 34,288 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 28,400 |
| 2 | 22,500 |
| 3 | 20,000 |
| 4 | 18,000 |
| 5 | 18,000 |
| 6 | 17,850 |
| 7 | 17,000 |
| 8 | 13,325 |
| 9 | 11,022 |
| AVERAGE | 18,455 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri and Nebraska. The nine participating universities from this region are as follows:

Iowa State University of Science and Technology
Kansas State University of Agriculture and Applied Science
University of Iowa
University of Kansas
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at St. Louis
University of Nebraska
Wichita State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

| RANK | SALARY |
|---|---|
| 1 | 59,000 |
| 2 | 47,100 |
| 3 | 45,500 |
| 4 | 44,500 |
| AVERAGE | 49,025 |

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 55,650 |
| 2 | 55,650 |
| 3 | 54,000 * |
| 4 | 50,000 |
| 5 | 48,500 |
| 6 | 48,000 |
| AVERAGE | 51,967 |

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 52,000 |
| 2 | 49,500 |
| 3 | 46,020 |
| 4 | 44,675 |
| 5 | 44,200 |
| 6 | 42,200 |
| 7 | 41,800 |
| 8 | 38,000 |
| AVERAGE | 44,799 |

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 46,400 |
| 2 | 40,290 |
| 3 | 40,000 |
| 4 | 39,500 |
| 5 | 38,700 |
| 6 | 35,700 |
| 7 | 35,700 |
| AVERAGE | 39,464 |

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 39,250 |
| 2 | 33,550 |
| 3 | 33,300 |
| 4 | 26,250 |
| AVERAGE | 33,088 |

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 37,250 |
| 2 | 30,600 |
| 3 | 30,200 |
| 4 | 26,900 |
| 5 | 26,250 |
| 6 | 25,150 |
| AVERAGE | 29,392 |

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 31,140 |
| 2 | 23,000 |
| 3 | 23,000 |
| 4 | 23,000 |
| 5 | 16,000 |
| AVERAGE | 23,228 |

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 45,100 |
| 2 | 40,800 |
| 3 | 40,020 |
| 4 | 38,000 |
| 5 | 37,700 |
| 6 | 37,935 |
| 7 | 35,200 |
| 8 | 30,985 |
| AVERAGE | 38,155 |

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 31,900 |
| 2 | 30,360 |
| 3 | 30,220 |
| 4 | 26,300 |
| 5 | 25,600 |
| AVERAGE | 28,876 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- NEW YORK REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 50,900 |
| 2 | 47,800 |
| 3 | 47,800 |
| 4 | 47,800 |
| AVERAGE | 49,550 |

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 47,332 |
| 2 | 47,322 |
| 3 | 43,980 |
| 4 | 39,873 |
| AVERAGE | 44,627 |

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 44,942 |
| 2 | 42,500 |
| 3 | 40,603 |
| 4 | 38,320 |
| AVERAGE | 41,566 |

BUSINESS OR FISCAL OFFICERS: CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 35,054 |
| 3 | 29,000 |
| 4 | 25,000 |
| AVERAGE | 32,889 |

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 28,500 |
| 2 | 28,340 |
| 3 | 24,693 |
| AVERAGE | 27,178 |

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 42,984 |
| 2 | 42,500 |
| 3 | 33,150 |
| AVERAGE | 39,545 |

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 47,332 |
| 2 | 47,322 |
| 3 | 42,995 |
| AVERAGE | 45,883 |

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 37,562 |
| 2 | 37,497 |
| 3 | 37,280 |
| AVERAGE | 37,446 |

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 33,966 |
| 2 | 29,578 |
| 3 | 28,616 |
| 4 | 23,178 |
| AVERAGE | 28,060 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- NEW YORK REGION -

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 44,390 |
| 2 | 42,500 |
| 3 | 33,110 |
| AVERAGE | 40,006 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 31,717 |
| 2 | 25,722 |
| 3 | 24,915 |
| AVERAGE | 27,451 |

DEANS (DIRECTORS):
ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 43,000 |
| 2 | 42,500 |
| 3 | 41,170 |
| AVERAGE | 42,223 |

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 42,375 |
| 3 | 39,670 |
| AVERAGE | 41,518 |

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 41,562 |
| 2 | 34,880 |
| 3 | 31,090 |
| AVERAGE | 35,844 |

DEANS (DIRECTORS):
ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 43,880 |
| 2 | 42,500 |
| 3 | 33,451 |
| AVERAGE | 39,947 |

DEANS (DIRECTORS):
GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 45,924 |
| 2 | 42,500 |
| 3 | 39,838 |
| AVERAGE | 42,721 |

DEANS (DIRECTORS):
LIBRARY SCIENCE

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 38,363 |
| 3 | 33,027 |
| AVERAGE | 37,963 |

DEANS (DIRECTORS):
NURSING

| RANK | SALARY |
|---|---|
| 1 | 39,902 |
| 2 | 38,490 |
| 3 | 38,249 |
| 4 | 31,774 |
| AVERAGE | 37,104 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- NEW YORK REGION -

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 42,25* |
| 3 | 34,335 |
| AVERAGE | 39,697 |

DEANS (DIRECTORS): SOCIAL WORK

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 39,941 |
| 3 | 37,312 |
| 4 | 36,780 |
| AVERAGE | 39,108 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 30,132 |
| 2 | 28,777 |
| 3 | 22,937 |
| 4 | 21,934 |
| AVERAGE | 26,200 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 36,902 |
| 2 | 35,16* |
| 3 | 34,125 |
| 4 | 32,000 |
| AVERAGE | 34,549 |

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 39,695 |
| 2 | 38,340 |
| 3 | 38,078 |
| 4 | 31,000 |
| AVERAGE | 36,528 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 28,134 |
| 2 | 26,000 |
| 3 | 25,000 |
| 4 | 18,966 |
| AVERAGE | 24,525 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The seven participating universities from this region are as follows:

Indiana University of Pennsylvania
Old Dominion University
University of Delaware
University of Maryland
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 57,500 |
| 2 | 50,700 |
| 3 | 47,100 |
| 4 | 44,000 |
| 5 | 39,458 |
| AVERAGE | 47,752 |

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 49,800 |
| 2 | 44,000 |
| 3 | 41,500 |
| 4 | 37,382 |
| AVERAGE | 43,171 |

ACADEMIC OFFICERS:
PROVOST

| RANK | SALARY |
|---|---|
| 1 | 49,900 |
| 2 | 49,000 |
| 3 | 49,000 |
| 4 | 41,614 |
| 5 | 39,408 |
| 6 | 37,382 |
| AVERAGE | 44,217 |

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 39,408 |
| 2 | 34,986 |
| 3 | 32,500 |
| 4 | 32,000 |
| AVERAGE | 34,498 |

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 31,470 |
| 2 | 30,204 |
| 3 | 26,900 |
| 4 | 25,600 |
| 5 | 25,000 |
| 6 | 17,150 |
| AVERAGE | 26,037 |

BUSINESS OR FISCAL OFFICERS:
TREASURER

| RANK | SALARY |
|---|---|
| 1 | 37,500 |
| 2 | 22,400 |
| 3 | 17,900 |
| AVERAGE | 25,933 |

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 29,950 |
| 2 | 25,600 |
| 3 | 24,800 |
| 4 | 24,708 |
| 5 | 21,500 |
| 6 | 14,328 |
| AVERAGE | 22,814 |

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 46,500 |
| 2 | 41,600 |
| 3 | 41,000 |
| 4 | 37,945 |
| 5 | 37,382 |
| AVERAGE | 40,885 |

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 30,900 |
| 2 | 29,032 |
| 3 | 28,250 |
| 4 | 25,900 |
| 5 | 24,000 |
| AVERAGE | 27,800 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 46,500 |
| 2 | 42,000 |
| 3 | 41,000 |
| 4 | 34,986 |
| AVERAGE | 41,097 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 43,000 |
| 2 | 23,147 |
| 3 | 16,500 |
| AVERAGE | 27,549 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 23,400 |
| 2 | 22,133 |
| 3 | 20,500 |
| AVERAGE | 22,011 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

| RANK | SALARY |
|---|---|
| 1 | 29,730 |
| 2 | 29,400 |
| 3 | 25,70[illegible] |
| 4 | 22,480 |
| 5 | 18,610 |
| AVERAGE | 25,168 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 41,700 |
| 2 | 30,000 |
| 3 | 29,400 |
| 4 | 26,300 |
| AVERAGE | 31,850 |

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 38,000 |
| 2 | 34,500 |
| 3 | 31,900 |
| 4 | 27,500 |
| AVERAGE | 32,875 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 38,500 |
| 2 | 37,500 |
| 3 | 33,500 |
| 4 | 32,802 |
| 5 | 32,750 |
| 6 | 32,000 |
| 7 | 25,728 |
| AVERAGE | 33,254 |

DEANS (DIRECTORS):
ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 47,000 |
| 2 | 42,800 |
| 3 | 40,500 |
| 4 | 34,986 |
| 5 | 34,300 |
| 6 | 33,000 |
| AVERAGE | 38,748 |

DEANS (DIRECTORS):
AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 44,000 |
| 2 | 37,730 |
| 3 | 37,500 |
| 4 | 37,464 |
| AVERAGE | 39,174 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 47,000 |
| 2 | 39,912 |
| 3 | 39,718 |
| 4 | 37,900 |
| 5 | 34,886 |
| 6 | 34,100 |
| 7 | 31,400 |
| AVERAGE | 37,859 |

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 40,000 |
| 2 | 37,000 |
| 3 | 36,000 |
| 4 | 34,000 |
| 5 | 33,248 |
| 6 | 30,600 |
| AVERAGE | 35,141 |

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 46,000 |
| 2 | 40,500 |
| 3 | 39,912 |
| 4 | 38,800 |
| 5 | 35,000 |
| 6 | 30,910 |
| 7 | 30,303 |
| AVERAGE | 37,346 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 47,500 |
| 2 | 41,000 |
| 3 | 40,400 |
| 4 | 39,384 |
| 5 | 37,000 |
| AVERAGE | 41,077 |

DEANS (DIRECTORS): FINE ARTS

| RANK | SALARY |
|---|---|
| 1 | 35,000 |
| 2 | 34,788 |
| 3 | 32,100 |
| AVERAGE | 33,963 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 49,200 |
| 2 | 41,500 |
| 3 | 37,913 |
| 4 | 36,756 |
| 5 | 34,886 |
| 6 | 28,800 |
| AVERAGE | 37,510 |

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 44,000 |
| 2 | 37,997 |
| 3 | 35,000 |
| 4 | 34,886 |
| AVERAGE | 37,971 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 38,400 |
| 2 | 35,000 |
| 3 | 33,612 |
| AVERAGE | 35,671 |

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 39,636 |
| 2 | 27,200 |
| 3 | 21,900 |
| AVERAGE | 29,445 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 31,907 |
| 2 | 30,000 |
| 3 | 27,840 |
| 4 | 25,000 |
| 5 | 18,000 |
| 6 | 15,800 |
| AVERAGE | 24,757 |

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 40,638 |
| 2 | 33,000 |
| 3 | 32,300 |
| 4 | 30,303 |
| 5 | 30,000 |
| 6 | 30,000 |
| 7 | 30,000 |
| AVERAGE | 32,320 |

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 39,000 |
| 2 | 35,712 |
| 3 | 34,560 |
| 4 | 32,802 |
| 5 | 32,500 |
| 6 | 32,300 |
| 7 | 30,400 |
| AVERAGE | 33,753 |

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 34,020 |
| 2 | 26,304 |
| 3 | 23,400 |
| 4 | 23,400 |
| 5 | 23,000 |
| 6 | 21,158 |
| 7 | 20,500 |
| AVERAGE | 24,540 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 28,680 |
| 2 | 20,500 |
| 3 | 18,000 |
| 4 | 16,500 |
| 5 | 15,000 |
| AVERAGE | 19,736 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 35,400 |
| 2 | 31,500 |
| 3 | 26,300 |
| 4 | 23,000 |
| 5 | 22,790 |
| AVERAGE | 27,798 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 36,475 |
| 2 | 28,020 |
| 3 | 24,900 |
| 4 | 24,000 |
| 5 | 24,000 |
| 6 | 22,761 |
| AVERAGE | 26,676 |

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 41,800 |
| 2 | 37,980 |
| 3 | 36,200 |
| AVERAGE | 38,660 |

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 50,500 |
| 2 | 48,250 |
| 3 | 44,000 |
| 4 | 42,900 |
| AVERAGE | 46,413 |

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 38,000 |
| 2 | 33,907 |
| 3 | 33,000 |
| 4 | 30,000 |
| AVERAGE | 33,727 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 32,428 |
| 2 | 30,900 |
| 3 | 23,100 |
| 4 | 22,800 |
| 5 | 20,400 |
| AVERAGE | 25,906 |

DEANS (DIRECTORS):
ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 48,300 |
| 2 | 41,700 |
| 3 | 41,700 |
| 4 | 40,500 |
| 5 | 40,320 |
| 6 | 40,100 |
| 7 | 40,100 |
| 8 | 37,600 |
| AVERAGE | 41,290 |

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

| RANK | SALARY |
|---|---|
| 1 | 38,760 |
| 2 | 37,720 |
| 3 | 37,500 |
| AVERAGE | 37,993 |

DEANS (DIRECTORS):
AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 48,300 |
| 2 | 42,400 |
| 3 | 40,000 |
| 4 | 37,740 |
| AVERAGE | 42,110 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 42,700 |
| 2 | 42,375 |
| 3 | 39,400 |
| 4 | 39,000 |
| 5 | 38,040 |
| 6 | 36,650 |
| 7 | 36,000 |
| 8 | 35,000 |
| AVERAGE | 38,646 |

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 39,600 |
| 2 | 39,200 |
| 3 | 37,000 |
| 4 | 35,500 |
| 5 | 32,600 |
| 6 | 29,800 |
| 7 | 27,540 |
| 8 | 26,200 |
| AVERAGE | 33,430 |

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 44,200 |
| 2 | 42,300 |
| 3 | 41,180 |
| 4 | 40,300 |
| 5 | 39,000 |
| 6 | 38,000 |
| 7 | 37,600 |
| 8 | 36,500 |
| 9 | 36,480 |
| AVERAGE | 39,507 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 48,300 |
| 2 | 45,000 |
| 3 | 42,400 |
| 4 | 41,700 |
| 5 | 40,020 |
| 6 | 38,900 |
| 7 | 37,900 |
| AVERAGE | 42,017 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 42,900 |
| 2 | 40,660 |
| 3 | 39,540 |
| 4 | 38,000 |
| 5 | 37,600 |
| 6 | 35,000 |
| 7 | 33,000 |
| AVERAGE | 38,100 |

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 42,800 |
| 2 | 39,078 |
| 3 | 38,040 |
| 4 | 36,000 |
| AVERAGE | 38,980 |

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

| RANK | SALARY |
|---|---|
| 1 | 39,300 |
| 2 | 38,500 |
| 3 | 35,500 |
| AVERAGE | 37,767 |

DEANS (DIRECTORS): LAW

| RANK | SALARY |
|---|---|
| 1 | 50,000 |
| 2 | 46,000 |
| 3 | 45,150 |
| 4 | 44,700 |
| 5 | 44,000 |
| AVERAGE | 45,970 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 42,500 |
| 2 | 37,500 |
| 3 | 26,500 |
| AVERAGE | 35,500 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

DEANS (DIRECTORS): PHARMACY

| RANK | SALARY |
|---|---|
| 1 | 44,700 |
| 2 | 38,400 |
| 3 | 38,000 |
| AVERAGE | 40,367 |

DEANS (DIRECTORS): VETERINARY MEDICINE

| RANK | SALARY |
|---|---|
| 1 | 45,000 |
| 2 | 41,900 |
| 3 | 41,040 |
| AVERAGE | 42,647 |

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 37,000 |
| 2 | 32,160 |
| 3 | 22,500 |
| AVERAGE | 30,553 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 34,260 |
| 2 | 33,750 |
| 3 | 32,300 |
| 4 | 32,000 |
| 5 | 29,000 |
| 6 | 28,350 |
| 7 | 26,600 |
| 8 | 25,210 |
| 9 | 21,200 |
| AVERAGE | 29,186 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 41,180 |
| 2 | 40,600 |
| 3 | 40,100 |
| 4 | 37,300 |
| 5 | 37,000 |
| 6 | 33,300 |
| 7 | 32,321 |
| 8 | 32,000 |
| 9 | 29,500 |
| AVERAGE | 35,922 |

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 45,500 |
| 2 | 40,000 |
| 3 | 39,660 |
| 4 | 37,600 |
| 5 | 35,500 |
| 6 | 32,480 |
| 7 | 29,650 |
| 8 | 25,900 |
| 9 | 23,127 |
| AVERAGE | 34,335 |

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 31,130 |
| 2 | 31,000 |
| 3 | 25,750 |
| 4 | 23,500 |
| 5 | 23,400 |
| 6 | 22,500 |
| 7 | 21,850 |
| 8 | 20,820 |
| 9 | 18,957 |
| AVERAGE | 24,329 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 43,700 |
| 2 | 42,060 |
| 3 | 40,100 |
| AVERAGE | 41,953 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 32,475 |
| 2 | 30,900 |
| 3 | 25,900 |
| 4 | 22,500 |
| 5 | 22,200 |
| 6 | 22,000 |
| 7 | 18,720 |
| AVERAGE | 24,814 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- NEW YORK REGION -

The New York Region as defined by the Equal Employment Opportunity Commission includes the states of New Jersey and New York as well as Puerto Rico and the Virgin Islands. For purposes of this survey, Puerto Rico and the Virgin Islands are not included. The four participating universities from this region are as follows:

Rutgers, The State University
State University of New York at Albany
State University of New York at Buffalo
State University of New York at Stony Brooke

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGION
- SEATTLE REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 63,000 |
| 2 | 50,750 |
| 3 | 50,750 |
| 4 | 50,750 |
| 5 | 43,500 |
| 6 | 40,000 |
| AVERAGE | 49,792 |

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 47,000 |
| 2 | 45,806 |
| 3 | 40,400 |
| 4 | 37,850 |
| 5 | 37,300 |
| AVERAGE | 41,671 |

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 92,260 |
| 2 | 49,000 |
| 3 | 45,269 |
| 4 | 37,400 |
| 5 | 37,300 |
| 6 | 35,500 |
| AVERAGE | 42,788 |

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 34,707 |
| 2 | 33,065 |
| 3 | 33,000 |
| 4 | 29,760 |
| 5 | 29,000 |
| 6 | 27,324 |
| 7 | 26,171 |
| AVERAGE | 30,432 |

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 32,712 |
| 2 | 26,489 |
| 3 | 26,368 |
| 4 | 23,004 |
| AVERAGE | 27,143 |

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 34,251 |
| 2 | 34,125 |
| 3 | 28,000 |
| 4 | 25,752 |
| 5 | 23,292 |
| 6 | 19,500 |
| AVERAGE | 27,487 |

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 40,476 |
| 2 | 38,000 |
| 3 | 37,752 |
| 4 | 33,915 |
| 5 | 33,650 |
| AVERAGE | 36,771 |

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 44,756 |
| 2 | 33,130 |
| 3 | 32,100 |
| 4 | 32,000 |
| 5 | 25,228 |
| AVERAGE | 33,443 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGION
- SEATTLE REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 45,504 |
| 2 | 37,400 |
| 3 | 32,000 |
| AVERAGE | 38,301 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 30,624 |
| 2 | 28,008 |
| 3 | 18,020 |
| 4 | 17,323 |
| AVERAGE | 23,494 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 28,500 |
| 2 | 28,000 |
| 3 | 21,000 |
| 4 | 12,000 |
| AVERAGE | 22,375 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

| RANK | SALARY |
|---|---|
| 1 | 30,520 |
| 2 | 26,460 |
| 3 | 24,120 |
| 4 | 18,234 |
| AVERAGE | 24,833 |

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 63,314 |
| 2 | 49,996 |
| 3 | 30,300 |
| AVERAGE | 47,737 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 38,000 |
| 2 | 38,000 |
| 3 | 30,000 |
| 4 | 27,000 |
| 5 | 26,667 |
| 6 | 24,000 |
| AVERAGE | 30,611 |

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 37,399 |
| 3 | 27,732 |
| 4 | 25,560 |
| AVERAGE | 33,173 |

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 33,000 |
| 2 | 25,340 |
| 3 | 24,600 |
| 4 | 24,600 |
| 5 | 24,084 |
| 6 | 21,480 |
| AVERAGE | 25,516 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGION
- SEATTLE REGION -

DEANS (DIRECTORS): ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 53,300 |
| 2 | 51,756 |
| 3 | 45,300 |
| 4 | 43,003 |
| 5 | 37,962 |
| 6 | 33,280 |
| 7 | 29,004 |
| AVERAGE | 41,944 |

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 58,380 |
| 2 | 50,700 |
| 3 | 41,760 |
| 4 | 40,649 |
| 5 | 39,313 |
| 6 | 33,990 |
| 7 | 33,300 |
| AVERAGE | 42,592 |

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 58,675 |
| 2 | 46,184 |
| 3 | 45,042 |
| 4 | 44,350 |
| 5 | 37,104 |
| 6 | 36,237 |
| 7 | 34,940 |
| 8 | 33,132 |
| AVERAGE | 41,906 |

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

| RANK | SALARY |
|---|---|
| 1 | 58,826 |
| 2 | 45,406 |
| 3 | 38,524 |
| 4 | 30,961 |
| AVERAGE | 43,429 |

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 59,210 |
| 2 | 47,184 |
| 3 | 22,500 |
| 4 | 21,000 |
| 5 | 18,144 |
| AVERAGE | 32,808 |

DEANS (DIRECTORS): AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 45,300 |
| 2 | 44,604 |
| 3 | 38,314 |
| AVERAGE | 42,073 |

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

| RANK | SALARY |
|---|---|
| 1 | 62,945 |
| 2 | 38,500 |
| 3 | 34,691 |
| AVERAGE | 44,679 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 60,989 |
| 2 | 47,856 |
| 3 | 44,850 |
| 4 | 41,200 |
| 5 | 37,227 |
| 6 | 30,000 |
| AVERAGE | 43,650 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGION
- SEATTLE REGION -

DEANS (DIRECTORS): FORESTRY

| RANK | SALARY |
|---|---|
| 1 | 49,564 |
| 2 | 42,204 |
| 3 | 35,496 |
| AVERAGE | 41,088 |

DEANS (DIRECTORS): HOME ECONOMICS

| RANK | SALARY |
|---|---|
| 1 | 41,004 |
| 2 | 36,519 |
| 3 | 24,096 |
| AVERAGE | 33,873 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 49,596 |
| 2 | 44,821 |
| 3 | 43,000 |
| 4 | 41,256 |
| 5 | 37,399 |
| 6 | 37,225 |
| 7 | 33,000 |
| AVERAGE | 40,900 |

DEANS (DIRECTORS): HUMANITIES

| RANK | SALARY |
|---|---|
| 1 | 42,900 |
| 2 | 37,200 |
| 3 | 33,280 |
| AVERAGE | 37,593 |

DEANS (DIRECTORS): LAW

| RANK | SALARY |
|---|---|
| 1 | 49,176 |
| 2 | 44,750 |
| 3 | 36,934 |
| AVERAGE | 43,420 |

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

| RANK | SALARY |
|---|---|
| 1 | 37,530 |
| 2 | 35,280 |
| 3 | 28,052 |
| AVERAGE | 33,921 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 52,524 |
| 2 | 38,250 |
| 3 | 38,113 |
| AVERAGE | 43,296 |

DEANS (DIRECTORS): PHARMACY

| RANK | SALARY |
|---|---|
| 1 | 40,092 |
| 2 | 38,808 |
| 3 | 38,000 |
| 4 | 32,004 |
| AVERAGE | 37,451 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGION
- SEATTLE REGION -

DEANS (DIRECTORS): VETERINARY MEDICINE

| RANK | SALARY |
|---|---|
| 1 | 48,600 |
| 2 | 44,604 |
| 3 | 35,082 |
| AVERAGE | 42,395 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 40,543 |
| 2 | 33,780 |
| 3 | 32,508 |
| 4 | 28,600 |
| 5 | 26,579 |
| 6 | 25,912 |
| 7 | 24,500 |
| 8 | 23,844 |
| AVERAGE | 29,533 |

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 33,716 |
| 2 | 32,157 |
| 3 | 19,956 |
| 4 | 19,200 |
| AVERAGE | 26,257 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 58,248 |
| 2 | 45,324 |
| 3 | 39,941 |
| 4 | 38,325 |
| 5 | 36,228 |
| 6 | 33,007 |
| 7 | 32,800 |
| 8 | 30,000 |
| AVERAGE | 39,234 |

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 41,500 |
| 2 | 38,004 |
| 3 | 30,000 |
| 4 | 29,680 |
| 5 | 28,500 |
| 6 | 20,004 |
| AVERAGE | 31,281 |

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 37,304 |
| 2 | 31,896 |
| 3 | 26,025 |
| 4 | 25,692 |
| 5 | 25,692 |
| 6 | 25,692 |
| 7 | 20,417 |
| AVERAGE | 27,531 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 42,000 |
| 2 | 41,604 |
| 3 | 37,480 |
| AVERAGE | 40,361 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 27,000 |
| 2 | 26,664 |
| 3 | 26,016 |
| 4 | 21,108 |
| 5 | 18,540 |
| 6 | 18,088 |
| 7 | 18,000 |
| 8 | 18,000 |
| AVERAGE | 21,678 |

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS IN TWENTY-THREE STATES

This table summarizes the data for twenty-six university systems in twenty-three states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State University and Colleges System
Indiana University System
Louisiana State University System
Oregon State System of Higher Education
State University of Florida System
Texas A & M University System
University of Alabama System
University of Alaska Statewide System
University of Arkansas System
University of California, Systemwide Administration
University of Colorado, Central Administration
University of Hawaii System
University of Houston System
University of Illinois System
University of Maine System-Wide Service
University of Maryland System
University of Massachusetts System
University of Missouri System
University of Nebraska System
University of Nevada System
University of North Carolina System
University of South Dakota System
University of Tennessee, University-wide Administration
University of Texas System Administration
University of Wisconsin System
University System of New Hampshire

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS
IN TWENTY-THREE STATES

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 69,000 |
| 2 | 68,900 |
| 3 | 67,776 |
| 4 | 67,000 |
| 5 | 65,625 |
| 6 | 64,036 |
| 7 | 64,000 |
| 8 | 62,500 |
| 9 | 62,300 |
| 10 | 60,200 |
| 11 | 60,000 |
| 12 | 57,900 |
| 13 | 57,976 |
| 14 | 55,000 |
| 15 | 55,000 |
| 16 | 54,000 |
| 17 | 53,000 |
| 18 | 53,000 |
| 19 | 52,000 |
| 20 | 51,790 |
| 21 | 48,780 |
| 22 | 44,746 |
| 23 | 45,000 |
| 24 | 41,000 |
| 25 | 39,250 |
| 26 | 34,000 |
| AVERAGE | 56,141 |

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 57,688 |
| 2 | 57,600 |
| 3 | 52,756 |
| 4 | 52,500 |
| 5 | 50,000 |
| 6 | 49,600 |
| 7 | 48,500 |
| 8 | 46,500 |
| 9 | 46,200 |
| 10 | 46,200 |
| 11 | 45,880 |
| 12 | 45,000 |
| 13 | 44,000 |
| 14 | 43,350 |
| 15 | 41,850 |
| 16 | 41,000 |
| 17 | 37,100 |
| 18 | 36,000 |
| AVERAGE | 46,762 |

ACADEMIC OFFICERS:
PROVOST

| RANK | SALARY |
|---|---|
| 1 | 52,000 |
| 2 | 32,250 |
| 3 | 29,150 |
| AVERAGE | 37,800 |

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT/
VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 60,228 |
| 2 | 58,200 |
| 3 | 58,000 |
| 4 | 53,300 |
| 5 | 51,000 |
| 6 | 48,600 |
| 7 | 47,600 |
| 8 | 46,500 |
| 9 | 44,443 |
| 10 | 44,245 |
| 11 | 40,900 |
| 12 | 39,500 |
| AVERAGE | 49,360 |

ACADEMIC OFFICERS:
DEAN

| RANK | SALARY |
|---|---|
| 1 | 44,200 |
| 2 | 39,492 |
| 3 | 33,645 |
| AVERAGE | 38,779 |

ACADEMIC OFFICERS:
DIRECTOR

| RANK | SALARY |
|---|---|
| 1 | 37,500 |
| 2 | 32,676 |
| 3 | 32,500 |
| AVERAGE | 34,225 |

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT/
VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 60,200 |
| 2 | 57,600 |
| 3 | 51,000 |
| 4 | 45,600 |
| 5 | 43,886 |
| 6 | 43,630 |
| 7 | 37,100 |
| 8 | 36,000 |
| AVERAGE | 46,877 |

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS
IN TWENTY-THREE STATES

OPERATIONS OFFICERS:
DIRECTOR OF ADMINISTRATION

| RANK | SALARY |
|---|---|
| 1 | 42,420 |
| 2 | 39,700 |
| 3 | 26,360 |
| AVERAGE | 36,227 |

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRESIDENT/CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 47,000 |
| 2 | 46,800 |
| 3 | 40,650 |
| 4 | 36,900 |
| 5 | 35,500 |
| 6 | 35,000 |
| 7 | 33,588 |
| 8 | 32,500 |
| 9 | 32,325 |
| 10 | 28,050 |
| 11 | 22,800 |
| 12 | 19,259 |
| 13 | 16,100 |
| 14 | 12,600 |
| AVERAGE | 31,334 |

FINANCE OR BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 60,720 |
| 2 | 57,600 |
| 3 | 50,000 |
| 4 | 47,000 |
| 5 | 45,500 |
| 6 | 43,666 |
| 7 | 43,630 |
| 8 | 43,000 |
| 9 | 42,700 |
| 10 | 40,500 |
| 11 | 40,000 |
| 12 | 37,000 |
| 13 | 36,750 |
| AVERAGE | 45,236 |

FINANCE OR BUSINESS OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 49,000 |
| 2 | 46,500 |
| 3 | 45,000 |
| 4 | 39,492 |
| 5 | 38,485 |
| 6 | 36,000 |
| 7 | 34,000 |
| 8 | 33,660 |
| 9 | 32,292 |
| 10 | 32,000 |
| 11 | 30,850 |
| 12 | 29,760 |
| 13 | 26,900 |
| 14 | 25,015 |
| 15 | 24,500 |
| 16 | 23,000 |
| AVERAGE | 34,153 |

FINANCE OR BUSINESS OFFICERS:
BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 42,900 |
| 2 | 29,136 |
| 3 | 29,100 |
| 4 | 27,500 |
| 5 | 24,600 |
| 6 | 23,750 |
| AVERAGE | 29,431 |

FINANCE OR BUSINESS OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 47,300 |
| 2 | 37,950 |
| 3 | 36,000 |
| 4 | 34,250 |
| 5 | 33,660 |
| 6 | 30,552 |
| 7 | 29,500 |
| 8 | 28,800 |
| 9 | 27,500 |
| 10 | 25,850 |
| 11 | 21,950 |
| AVERAGE | 32,119 |

TABLE II (Continued)

ANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
AID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

The San Francisco Region as defined by the Equal Employment Opportunity mission includes the states of Arizona, California, Hawaii and Nevada as well Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. eleven participating universities from this region are as follows:

Arizona State University
San Diego State University
University of Arizona
University of California at Davis
University of California at Riverside
University of California at San Diego
University of California at Santa Barbara
University of California at Santa Cruz
University of Hawaii
University of Nevada at Las Vegas
University of Nevada at Reno

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

| RANK | SALARY |
|---|---|
| 1 | 67,776 |
| 2 | 56,000 |
| 3 | 45,000 |
| AVERAGE | 56,259 |

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

| RANK | SALARY |
|---|---|
| 1 | 57,316 |
| 2 | 57,315 |
| 3 | 56,000 |
| 4 | 54,700 |
| 5 | 54,700 |
| 6 | 54,000 |
| 7 | 42,750 |
| 8 | 41,208 |
| 9 | 38,000 |
| 10 | 38,000 |
| AVERAGE | 49,399 |

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 50,200 |
| 2 | 47,400 |
| 3 | 46,900 |
| 4 | 45,990 |
| 5 | 44,900 |
| 6 | 44,100 |
| 7 | 42,900 |
| 8 | 39,000 |
| 9 | 39,000 |
| 10 | 39,492 |
| AVERAGE | 43,148 |

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

| RANK | SALARY |
|---|---|
| 1 | 47,700 |
| 2 | 45,600 |
| 3 | 44,013 |
| 4 | 40,835 |
| 5 | 38,000 |
| 6 | 37,500 |
| 7 | 37,500 |
| 8 | 36,900 |
| 9 | 36,000 |
| 10 | 33,492 |
| AVERAGE | 39,704 |

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

| RANK | SALARY |
|---|---|
| 1 | 32,000 |
| 2 | 28,000 |
| 3 | 27,600 |
| 4 | 26,508 |
| 5 | 25,100 |
| 6 | 24,776 |
| AVERAGE | 27,331 |

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

| RANK | SALARY |
|---|---|
| 1 | 34,995 |
| 2 | 33,800 |
| 3 | 31,426 |
| 4 | 29,905 |
| 5 | 29,650 |
| 6 | 28,100 |
| 7 | 21,960 |
| AVERAGE | 29,905 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

| RANK | SALARY |
|---|---|
| 1 | 35,532 |
| 2 | 35,119 |
| 3 | 32,900 |
| 4 | 32,630 |
| 5 | 32,500 |
| 6 | 32,136 |
| 7 | 31,300 |
| 8 | 30,756 |
| 9 | 27,300 |
| 10 | 15,684 |
| AVERAGE | 30,585 |

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

| RANK | SALARY |
|---|---|
| 1 | 44,796 |
| 2 | 44,100 |
| 3 | 41,200 |
| 4 | 39,600 |
| 5 | 39,000 |
| 6 | 36,500 |
| 7 | 35,800 |
| 8 | 35,000 |
| AVERAGE | 39,500 |

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

| RANK | SALARY |
|---|---|
| 1 | 35,875 |
| 2 | 34,980 |
| 3 | 29,475 |
| 4 | 29,296 |
| 5 | 28,244 |
| 6 | 24,400 |
| AVERAGE | 30,378 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

| RANK | SALARY |
|---|---|
| 1 | 50,200 |
| 2 | 41,872 |
| 3 | 37,500 |
| 4 | 37,000 |
| AVERAGE | 41,643 |

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

| RANK | SALARY |
|---|---|
| 1 | 40,893 |
| 2 | 37,500 |
| 3 | 34,000 |
| 4 | 32,000 |
| AVERAGE | 36,098 |

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

| RANK | SALARY |
|---|---|
| 1 | 37,575 |
| 2 | 31,700 |
| 3 | 31,000 |
| 4 | 29,328 |
| 5 | 27,840 |
| 6 | 27,020 |
| 7 | 26,088 |
| 8 | 25,300 |
| AVERAGE | 29,481 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

| RANK | SALARY |
|---|---|
| 1 | 30,768 |
| 2 | 30,184 |
| 3 | 29,700 |
| 4 | 27,600 |
| 5 | 24,482 |
| 6 | 24,120 |
| 7 | 23,500 |
| 8 | 22,912 |
| AVERAGE | 26,654 |

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

| RANK | SALARY |
|---|---|
| 1 | 45,396 |
| 2 | 35,000 |
| 3 | 30,400 |
| 4 | 28,884 |
| 5 | 26,920 |
| 6 | 23,000 |
| 7 | 23,256 |
| 8 | 21,507 |
| AVERAGE | 29,495 |

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 46,886 |
| 2 | 41,710 |
| 3 | 32,100 |
| AVERAGE | 40,232 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

| RANK | SALARY |
|---|---|
| 1 | 41,000 |
| 2 | 37,200 |
| 3 | 34,502 |
| AVERAGE | 37,567 |

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

| RANK | SALARY |
|---|---|
| 1 | 32,136 |
| 2 | 29,470 |
| 3 | 28,586 |
| 4 | 27,708 |
| 5 | 26,772 |
| AVERAGE | 28,934 |

DEANS (DIRECTORS): ARTS AND SCIENCES

| RANK | SALARY |
|---|---|
| 1 | 48,500 |
| 2 | 41,500 |
| 3 | 38,900 |
| 4 | 34,000 |
| 5 | 33,201 |
| AVERAGE | 39,220 |

DEANS (DIRECTORS): AGRICULTURE

| RANK | SALARY |
|---|---|
| 1 | 47,900 |
| 2 | 47,200 |
| 3 | 44,593 |
| 4 | 41,000 |
| 5 | 38,471 |
| 6 | 38,000 |
| AVERAGE | 42,961 |

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

| RANK | SALARY |
|---|---|
| 1 | 43,400 |
| 2 | 41,985 |
| 3 | 41,500 |
| 4 | 40,839 |
| 5 | 37,000 |
| 6 | 35,700 |
| AVERAGE | 40,071 |

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

| RANK | SALARY |
|---|---|
| 1 | 42,900 |
| 2 | 41,000 |
| 3 | 37,367 |
| 4 | 36,500 |
| 5 | 35,163 |
| 6 | 33,876 |
| 7 | 33,556 |
| 8 | 33,100 |
| AVERAGE | 36,683 |

DEANS (DIRECTORS): EDUCATION

| RANK | SALARY |
|---|---|
| 1 | 43,265 |
| 2 | 42,900 |
| 3 | 42,220 |
| 4 | 41,500 |
| 5 | 38,900 |
| 6 | 38,000 |
| 7 | 35,330 |
| AVERAGE | 40,302 |

DEANS (DIRECTORS): ENGINEERING

| RANK | SALARY |
|---|---|
| 1 | 49,350 |
| 2 | 42,100 |
| 3 | 42,000 |
| 4 | 41,900 |
| 5 | 40,800 |
| 6 | 36,751 |
| 7 | 35,700 |
| AVERAGE | 40,372 |

DEANS (DIRECTORS): GRADUATE

| RANK | SALARY |
|---|---|
| 1 | 49,900 |
| 2 | 41,000 |
| 3 | 40,700 |
| 4 | 37,300 |
| 5 | 37,250 |
| 6 | 36,990 |
| 7 | 34,000 |
| AVERAGE | 38,963 |

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

DEANS (DIRECTORS): HUMANITIES

| RANK | SALARY |
|---|---|
| 1 | 46,700 |
| 2 | 42,400 |
| 3 | 19,713 |
| AVERAGE | 36,271 |

DEANS (DIRECTORS): LAW

| RANK | SALARY |
|---|---|
| 1 | 49,700 |
| 2 | 44,000 |
| 3 | 43,197 |
| 4 | 43,000 |
| AVERAGE | 44,874 |

DEANS (DIRECTORS): NURSING

| RANK | SALARY |
|---|---|
| 1 | 37,624 |
| 2 | 37,182 |
| 3 | 37,000 |
| 4 | 36,041 |
| AVERAGE | 36,962 |

REGISTRAR

| RANK | SALARY |
|---|---|
| 1 | 33,911 |
| 2 | 31,900 |
| 3 | 31,800 |
| 4 | 31,500 |
| 5 | 31,305 |
| 6 | 29,300 |
| 7 | 26,772 |
| 8 | 26,393 |
| 9 | 21,768 |
| 10 | 19,821 |
| 11 | 19,512 |
| AVERAGE | 27,643 |

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

| RANK | SALARY |
|---|---|
| 1 | 41,400 |
| 2 | 38,426 |
| 3 | 38,600 |
| 4 | 38,500 |
| 5 | 36,000 |
| 6 | 35,515 |
| 7 | 34,800 |
| 8 | 34,500 |
| 9 | 32,491 |
| 10 | 31,781 |
| 11 | 29,748 |
| AVERAGE | 35,524 |

DIRECTOR OF COMPUTER SERVICES

| RANK | SALARY |
|---|---|
| 1 | 40,568 |
| 2 | 37,500 |
| 3 | 36,467 |
| 4 | 34,300 |
| 5 | 33,924 |
| 6 | 32,652 |
| 7 | 31,500 |
| 8 | 29,900 |
| 9 | 29,700 |
| AVERAGE | 34,057 |

DIRECTOR OF NON-ACADEMIC PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 32,900 |
| 2 | 32,800 |
| 3 | 28,800 |
| 4 | 27,800 |
| 5 | 27,300 |
| 6 | 25,404 |
| 7 | 25,036 |
| 8 | 24,913 |
| 9 | 24,735 |
| 10 | 24,120 |
| AVERAGE | 27,381 |

DIRECTOR OF AGRICULTURAL EXTENSION

| RANK | SALARY |
|---|---|
| 1 | 44,593 |
| 2 | 41,500 |
| 3 | 38,000 |
| AVERAGE | 41,364 |

AFFIRMATIVE ACTION OFFICER

| RANK | SALARY |
|---|---|
| 1 | 36,000 |
| 2 | 31,000 |
| 3 | 27,912 |
| 4 | 26,985 |
| 5 | 25,936 |
| 6 | 25,404 |
| 7 | 25,300 |
| 8 | 24,879 |
| 9 | 20,628 |
| 10 | 19,678 |
| AVERAGE | 26,292 |

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SEATTLE REGION -

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon and Washington. The eight participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska
University of Idaho
University of Oregon
University of Washington
Washington State University

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS
IN TWENTY-THREE STATES

FINANCE OR BUSINESS OFFICERS:
TREASURER

| RANK | SALARY |
|---|---|
| 1 | 64,000 |
| 2 | 46,000 |
| 3 | 45,000 |
| 4 | 40,000 |
| 5 | 38,000 |
| 6 | 36,000 |
| 7 | 34,400 |
| 8 | 24,840 |
| AVERAGE | 41,030 |

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 46,700 |
| 2 | 42,000 |
| 3 | 32,500 |
| 4 | 29,000 |
| 5 | 27,550 |
| AVERAGE | 35,450 |

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
DIRECTOR

| RANK | SALARY |
|---|---|
| 1 | 38,900 |
| 2 | 37,800 |
| 3 | 37,656 |
| 4 | 32,650 |
| 5 | 31,965 |
| 6 | 29,300 |
| 7 | 29,115 |
| 8 | 28,700 |
| 9 | 27,600 |
| 10 | 27,100 |
| 11 | 26,900 |
| 12 | 26,100 |
| 13 | 25,200 |
| 14 | 22,850 |
| 15 | 22,016 |
| AVERAGE | 29,590 |

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
DIRECTOR

| RANK | SALARY |
|---|---|
| 1 | 51,372 |
| 2 | 48,600 |
| 3 | 38,400 |
| 4 | 38,160 |
| 5 | 35,000 |
| 6 | 34,401 |
| 7 | 27,900 |
| 8 | 16,380 |
| AVERAGE | 35,727 |

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 47,000 |
| 2 | 43,200 |
| 3 | 37,000 |
| 4 | 36,350 |
| 5 | 35,500 |
| AVERAGE | 39,810 |

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
DIRECTOR

| RANK | SALARY |
|---|---|
| 1 | 35,900 |
| 2 | 30,500 |
| 3 | 24,100 |
| 4 | 27,228 |
| AVERAGE | 33,182 |

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS
IN TWENTY-THREE STATES

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 57,600 |
| 2 | 40,650 |
| 3 | 39,500 |
| 4 | 33,500 |
| AVERAGE | 42,813 |

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: DIRECTOR

| RANK | SALARY |
|---|---|
| 1 | 47,700 |
| 2 | 42,420 |
| 3 | 41,700 |
| 4 | 40,500 |
| 5 | 36,200 |
| 6 | 31,426 |
| 7 | 31,300 |
| 8 | 30,300 |
| 9 | 29,860 |
| 10 | 28,500 |
| 11 | 27,250 |
| 12 | 27,230 |
| 13 | 26,500 |
| 14 | 24,750 |
| 15 | 22,800 |
| AVERAGE | 32,562 |

INSTITUTIONAL RESEARCH OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

| RANK | SALARY |
|---|---|
| 1 | 47,000 |
| 2 | 45,802 |
| 3 | 44,000 |
| AVERAGE | 45,601 |

INSTITUTIONAL RESEARCH OFFICERS: DIRECTOR

| RANK | SALARY |
|---|---|
| 1 | 39,492 |
| 2 | 37,100 |
| 3 | 32,500 |
| 4 | 29,413 |
| 5 | 28,824 |
| 6 | 27,521 |
| 7 | 26,260 |
| 8 | 22,155 |
| 9 | 20,500 |
| 10 | 19,688 |
| AVERAGE | 28,345 |

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS
IN TWENTY-THREE STATES

LEGAL COUNSEL

| RANK | SALARY |
|---|---|
| 1 | 55,900 |
| 2 | 53,000 |
| 3 | 50,600 |
| 4 | 47,000 |
| 5 | 46,200 |
| 6 | 45,000 |
| 7 | 45,000 |
| 8 | 38,000 |
| 9 | 38,000 |
| 10 | 37,944 |
| 11 | 37,200 |
| 12 | 37,000 |
| 13 | 37,000 |
| 14 | 32,860 |
| 15 | 32,000 |
| 16 | 31,850 |
| 17 | 30,006 |
| 18 | 26,000 |
| 19 | 23,016 |
| 20 | 17,968 |
| AVERAGE | 38,077 |

SECRETARY TO THE BOARD

| RANK | SALARY |
|---|---|
| 1 | 47,000 |
| 2 | 49,000 |
| 3 | 42,500 |
| 4 | 42,500 |
| 5 | 40,600 |
| 6 | 38,552 |
| 7 | 37,200 |
| 8 | 37,050 |
| 9 | 37,000 |
| 10 | 35,350 |
| 11 | 35,000 |
| 12 | 34,409 |
| 13 | 33,500 |
| 14 | 29,220 |
| 15 | 29,136 |
| 16 | 19,259 |
| 17 | 18,470 |
| 18 | 14,600 |
| AVERAGE | 34,241 |

DIRECTOR OF PERSONNEL

| RANK | SALARY |
|---|---|
| 1 | 35,200 |
| 2 | 33,876 |
| 3 | 32,669 |
| 4 | 32,125 |
| 5 | 31,800 |
| 6 | 28,500 |
| 7 | 27,000 |
| 8 | 25,900 |
| 9 | 25,761 |
| 10 | 25,000 |
| 11 | 23,602 |
| 12 | 17,600 |
| AVERAGE | 28,253 |